non-members and non-financial members, 2d.

# THE N.A.T.E. JOURNAL

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APPLICATIONS for the position of LONDON DISTRICT SECRETARY of the NATIONAL ASSOCIATION OF THEATRICAL EMPLOYEES are now invited. The application must be made in writing, and the applicant must state age, married or single, experience of organizing and administrative work and of his ability to conduct negotiations. He must also state the position now occupied and supply copies of testimonials or references regarding the above qualifications and services in the Trade Union Movement, and to what Union.

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## *The Cinema Operator.*

In contributing my first article on the perators' problem, I wish my readers to nderstand that I am dealing with them as a body, without disfavour to any individual person or association, and the points referred to below are the opinions I have formed, after many years' experience as an Operator. The Operator to-day is practically in the same position as he was since the first moving picture was projected, from the point of view of recognition of his position and abilities.

At present he has no status as a skilled worker, and he is referred to in terms such as "Chief Operator," "Electrician," "Operator," "Handle Turner," etc., the latter being the most favoured expression, which is not a very flattering one.

Belonging to a craft organization does not prove that he is a craftsman, unless he has the credentials to prove his abilities as such. It is a very dangerous position to be in, as, if he is in receipt of the rate of an efficient craftsman, he is obviously expected to be capable of carrying out the duties of same, or being in the position of falling short of the mark which we all wish to arrive at.

The future of the Operator depends entirely on everyone following the calling, and the full advantages and privileges can only be obtained, in my opinion, by putting themselves the basis of a skilled man in his own ndustry and obtaining recognition as such.

To establish this it is essential that any Operator should pass an examination and be certificated according to the position he holds. He would then be making progress towards something that up to now has been, for obvious reasons, set aside for nearly 30 years.

The N.A.C.O. instituted an examination scheme as far back as 1908, and there are a considerable number of our members in possession of those certificates.

The examination has been revised, and is practically the same as the one set up by the Cinema Trade Advisory Committee in conjunction with the Ministry of Labour, for discharged and disabled soldiers and sailors during the war, and many of our present operators are in possession of these certificates.

In conclusion, I appeal to all Operators to think the problem out seriously for themselves and make an effort to place themselves on an equal, in their own industry, to a skilled craftsman in others.

All Operators are eligible to become members of this Association. Full particulars are to be obtained from the general secretary.

A. W. M.

## *A Lesson of the Theatre.*

"The threatened strike of stage em other than actors and musicians, which for a moment to imperil the Christma ductions at our theatres, brought home the fact that behind all the pageantry there are simple and unimportant, but indispensable, people setting the scene. I respect, as in many others, all the worl stage. We see the broad effects, and greater and lesser actors who strut before but we do not always recognize that the effects would be impossible, and these peop impotent, were there not always going on b hind the scenes a ceaseless and restless activity that, while administering to our needs, receives but little applause. And applause is very grateful. It might be well, perhaps, if anything at any time is done particularly well, for the public to call before it, not only the great actors, but these lesser people whose work is done unseen. It is not as if blame were withheld, for if the scene-shifters of life fail us—and often they do fail us—we are not sparing of rebuke. The bellows blower who congratulated the great organist on the success of their performance, was not without common-sense; and much of the bitterness of the obscure assistant in the pageantry of life might be allayed if we now and then acknowledge his existence in a spirit of sympathy and understanding. It would be well, too, if we, as audience, were occasionally taken behind the scenes so that we might learn how many are the unknown people who administer to our need. For ignorance is the root cause of all class cleavage, of all the social and industrial unrest that hinders progress and embitters the whole of national existence. Human relationships can only be sweetened by sympathy, and without knowledge sympathy is impossible."—*Pall Mall Gazette, 28/12/20.*

## *The General President.*

Our readers will be sorry to learn that Mr. Johnson, the General President and formerly General Secretary for many years, has been seriously ill. He is only now convalescent after the strain of a critical operation, and cannot be expected to take an active part in our work for some time to come. The Christmas Box Fund started by Mr. Cannon (G.S.) has resulted as follows: Dramatic Theatres, £8 5s.; Variety Halls, £13 6s. 6d.; Cinemas, £9 7s. 6d.; E.C. and Organizers, £4 5s.; Mass Meeting, £12 0s. 1d.; total, £47 4s. 1d. Mr. Johnson says, in a letter dated December 30th, "Please convey to the Committee and members my most sincere thanks for their very

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handsome Christmas gift. I greatly appreciate this spontaneous offering of the members.'' Official receipts have been forwarded to each collector.

## *A Brief Outline of a Trade Union.*

The primary object of a Trade Union is to maintain and improve the ‘‘ Standard of Life ’’ common to persons of the class from which members of a particular Union are drawn. From a Trade Union standpoint, moreover, the term ‘‘ Standard of Life ’’ means not only questions of wages, but adequate leisure, hygienic working conditions and the removal of unfair legal handicaps. The improvement may be attempted in a variety of ways, foremost among which should be placed the principle of collective bargaining; i.e., concerted action by a section of the members negotiating, through the officials of the Union, with employers or the officials of an employers' association. It should be noted that arrangements of this description cannot legally be enforced by either party. Such ‘‘ Industrial Action,'' as it sometimes is called, may be contrasted with action undertaken in the political sphere where the workers, by means of the vote, seek to elect representatives who will endeavour to influence the making and administering of laws, both nationally and locally. Of equal importance is the maintenance of such improvements when obtained, and the retention of existing favourable conditions must not be forgotten if real progress is to be made. Other ways of attaining the general welfare of the workers include co-operative trading, which is closely related to the question of boycotting goods not manufactured under Trade Union conditions, the creation of a body of favourable public opinion by means of a judicious use of the Press and, most powerful weapon of all, the personal effort by means of argument, example and Union service. The strike, which is absolutely the last resort in disputes between employer and employed, is so harmful a weapon for injuring not only the contending parties but the community generally, that it is a step never undertaken without the direction of national officials, who are free from any local bias which might distort the members' views.

Trade Unions being democratic bodies, each member has, subject to any additional benefit interests in the Union, equal voting and speaking rights. No better method for the expression of personal opinions having been found than that of a business meeting, members are grouped into local assemblies termed ‘‘ branches,'' which meet periodically for discussion of the affairs of the Union. Subject to the general rules of the Union, or, in other words, to the coded majority opinions of all the branches, a branch is a perfectly self-governing unit which may conduct its own affairs to its own liking. The members of a branch elect, at the annual meeting, a chairman and secretary, committee, auditors, and delegates to represent the branch as occasion requires. A district having many branches may, by means of delegates who collectively form a ‘‘ District Council,'' associate for combined local action in a variety of ways. The supreme authority of the Union is its ‘‘ Conference ’’ or periodical meeting of delegates from all branches or all districts. This internal ‘‘ Parliament ’’ discusses important questions of policy, finance and administration, and the passing of a resolution by such ‘‘ Conference ’’ has the effect of a rule on all individual members and bodies of members. The Conference receives reports of special committees, hears appeals by individual members against rulings of the central authority and generally lays down the policy of the Union for the immediate future. The General Secretaries, with the Executive Council, are entrusted with the administrative work of the Union as a whole, while the Trustees safeguard the benefit and other funds in the care of the Treasurer. Conference further elects delegates to the other great Labour assemblies, chief of which are the Labour Party Conference and the Trade Union Congress.

Members are warned that the Union can make only so much progress as the individual activities of its several members permit. Therefore the assumption of membership implies not only rights and privileges but recognition of responsibilities and the necessity of personal service. Finally, the new member should bear in mind that workers of all grades can secure more reforms by mutual efforts than by opposing, or being indifferent to each others' efforts.

## *Organizer's Report.*

The following is a brief summary of the year's work:

New members, 1,051.

Disputes settled *re* agreement with the Cinematograph Exhibitors' Association, rates of pay and working conditions, 36.

Arranged agreement with Laskys Famous Players, for rates of pay and N.A.T.E. labour only.

Secured increases of pay for Film Workers, London Film Co., also the Alliance Film Co.

Reinstatement after wrongful dismissals, 3.

Organizing meetings held at Portsmouth, Aldershot, Nottingham and Southend.

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And still we have only a small percentage of the thousands of amusement workers throughout the country. I should say there are 10,000 unorganized workers still waiting our help, many of them receiving as low as 9s. per week, and women engaged in the Provincial towns as low as 6d. per matinée.

My Motto: *When you make a member, hold him.*

C. B. Finley (London).

## *General Secretary's Notes.*

I think it only fair, now that we are starting a journal once more, that the members who know me personally, and the members whom I have not had the pleasure of meeting, should learn a little of the work that has been done on their behalf, and for the benefit of the N.A.T.E.

On June 21st, 1920, I took over office, and since that day I have been greatly impressed, and have fully realized, that it is the first duty of any general secretary in this work of national organization such as ours is, to first of all create a feeling of contentment and satisfaction amongst our established members. Once that is accomplished, the next step, in my opinion, is that we should attempt to organize all the non-members in and about any theatre, music hall or cinema in the United Kingdom. I strongly advise that the work of organization should be taken up immediately, as delay may prove serious and result in members drifting into other unions and organizations, and the non-members whom we anticipate rounding up and securing for membership, following the example of the drifters.

It is already an established fact that employees of picture theatres, music halls and legitimate theatres in some towns in the provinces have already drifted into such Unions as the Dockers' and the General Workers'. In view of this, the E.C. decided to start the Journal once more, because they consider it advisable to get the views and the activities of the N.A.T.E. placed before all our members and all theatrical workers generally, in all parts of the country.

With these few observations, I propose to give a survey of the time I have been in office, about five months.

Wage Movements.—I have conducted wage negotiations at Manchester, Liverpool, Glasgow, Hanley, Longton, North Staffordshire Branch of the Cinematograph Exhibitors' Association, Gravesend, Nottingham, London.

I have attended Organizing Conferences at Glasgow, Leeds, Portsmouth, Brighton, Southampton. In all I have travelled about 6,000 miles.

I have dealt with correspondence involving between 2,000 and 3,000 letters. Succeeded in getting back-pay for our members amounting to over £800. In all I have attended about 100 conferences and meetings in the interests of our members.

I think, brothers and sisters, you will agree that in the short space of five months I have not lost much time.

I am sincerely hoping that the year 1921 will be a red-letter year as far as the N.A.T.E. is concerned.

Wishing you, one and all, a bright and prosperous New Year.

## *Organizers' Notes.*

Hearty congratulations to the new officers and executive in deciding once more to publish the N.A.T.E. paper. The need for a closer knowledge of the working of the Association has been long felt, and the many branches will now be able to get into closer communication through its pages. Since my appointment as organizer for the Lancashire and Cheshire area I have realized the need of its publication. The luke-warm and indifferent branches will be encouraged to fresh efforts when they read of the go-ahead branches. I am pleased to report that in this area the branches are alive to the necessity of unity and combination, and are doing good work in organizing those who have not yet realized it to be their duty to join with us for our common good. New branches have been formed at Blackburn, Bolton, Southport and Ashton, and each branch can be heartily congratulated on their efforts to organize the whole of the workers in the different places of amusement with a distinct amount of success. I have been able to negotiate advances in wages and better conditions in Ashton, Barrow, Blackpool, Burnley, Darlington, Oldham, Preston, and with the General Secretary at Manchester, Liverpool, Nelson, Colne and Glasgow, the latter embracing practically the whole of Scotland, Ayr, Dundee, Edinburgh, Paisley, Perth, etc., coming under the agreement, an example which it would be well to follow in the different areas in England. This can be done, providing the workers in every town will get thoroughly organized. The employers have at all times been willing to meet and discuss with us the terms and conditions under which we work and have invariably appreciated the discussions which have taken place. In no case have we been unable to come to a satisfactory and amicable settlement. Having thus been able to secure these better conditions, I would appeal to all members to be loyal to the Association in doing their best to carry out the duties devolving upon them in their employment, thus letting the employers realize that it is to their own interest to employ nothing but Union men and women.

George Mitchell.
(Lancashire and Cheshire.)

## *Branch Reports.*

### BARRY.

This branch was formed in February, 1920, and was started by the Theatre Royal stage staff, the Front of the House staff and Vint's Palace staff joining very shortly afterwards. We have at present a membership of fifty-three, which includes every employee of these halls who have benefited by receiving an advance of wages of 80 per cent. of our demand from last August.

There are still three non-union halls in this district, and we are in hopes of securing their staffs as members of this branch, but up to the present we have not yet had much success.

### BRIGHTON.

Our annual meeting was held at the "Canteen," Gloster Road, on Sunday, December 12th, before a good attendance, but your secretary and committee would like to see every member present, as you cannot expect one-third of the members to attend to the meetings and fight for the two-thirds that absent themselves, so the following resolution was carried: "That all members that do not attend quarterly and annual meetings will be fined 6d., the proceeds to be put in a common fund to help the members that may unfortunately be out of employment." So now, Brighton, attend or pay, and have a voice in the management or the branch. A further nomination for auditor is required at our next meeting.

### BLACKPOOL.

Only coming into the Association three years ago, we made Blackpool's civic motto ours—"Progress"—and by the activities of the teresting little anecdotes on various subjects. but one branch in the area. By the unity of the members we have been able to negotiate at three different times increases which aggregate about 170 per cent. on pre-war wages besides establishing much better conditions. Every place of amusement in the town, tower circus, winter gardens, music halls, cinemas, piers, theatres, and pleasure beach are covered by our agreement, and a most friendly feeling exists between the managers and ourselves, thus showing that by mutual conference and good-will a better condition prevails all round. If employees would only band themselves together in the Association as we have done much better conditions would prevail, even more than they do at present. I would say to all employees WAKE UP.

### SOUTHAMPTON.

The Managers of the Palace and Hippodrome gave permission for collections on New Year's Eve in aid of the local fund for the children of the unemployed. A similar collection by the branch realized £1 19s. 2d.

### WEST HARTLEPOOL.

C. Robinson (Empire), the B. P., is leaving for the North, but will not sever his connection with the branch, for which he is such a good worker.

The Branch members and friends held a dance and supper party on the evening of December 27th, on the stage of the Grand Theatre, by permission of the manager. About eighty people spent a most enjoyable evening and were well looked after by Brothers Liddell and Moyes.

### YORKSHIRE AND MIDLANDS D.C.

The District Council was formally started on November 28th. B. Gorham (organizer) was in the chair, and the General Secretary attended. T. Turner (Halifax) was elected as hon. secretary, with A. Lambert (Leeds) as hon. treasurer. The E.C. wish the Council every success.

### LONDON CINEMA MEMBERS' COMMITTEE.

A meeting of the above committee was called for Sunday, January 2nd, 1921, at 11 o'clock. By 11.15 one attendance was recorded (the chairman) who was confronted with two excuses from members unable to be present. At 11.25 Bro. Muir, of organizing fame, arrived, and then things began to wear a lively aspect. Five minutes after another member arrived, and by 12 o'clock (mid-day, not midnight, Mr. Editor) we had the magnificent attendance of four members. Not yet having a quorum, it was decided to wait a little longer. During the interim Bro. Wainwright gave us some interesting little anecdotes on various subjects, Tale-telling then becoming general, everybody did their share until Bro. Hartfield, looking at the clock (*of course* we've a clock!) found it was 12.45, and being, in common parlance, fed-up, he decided to retire from the meeting. After Bro. Hartfield had gone it was decided to wait until 1 o'clock and then (nuff said). Now, committee members, we don't want this sort of thing to happen again and we trust in future that we shall have better attendances.

# Annual Accounts, 1915.

## FUNERAL FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/15 Payments ... ... | 50 | 0 | 0 | 31/12/15 Contributions ... ... | 143 | 7 | 8 |
| Balance (Surplus for 1915) Carried down ... ... | 93 | 7 | 8 | | £143 | 7 | 8 |
| | £143 | 7 | 9 | 1/1/16 Balance brought down (1915 surplus) ... ... | 93 | 7 | 8 |
| 1/1/16 Balance (total surplus) carried to 1916 ... ... | 550 | 18 | 9 | Balance from 1914 ... ... | 457 | 11 | 1 |
| | £550 | 18 | 9 | | £550 | 18 | 9 |

## SICKNESS FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/15 Payments ... ... | 21 | 13 | 8 | 31/12/15 Contributions ... ... | 19 | 14 | 8 |
| | | | | Balance (Excess) ... ... | 1 | 19 | 0 |
| | £21 | 13 | 8 | | £21 | 13 | 8 |
| 1/1/16 Balance from above account ... ... ... | 1 | 19 | 0 | | | | |
| Total surplus carried to 1916 | 340 | 16 | 3 | 1/1/16 Balance from 1914 ... | 342 | 15 | 3 |
| | £342 | 15 | 3 | | £342 | 15 | 3 |

## BENEVOLENT FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/15 Payments ... ... | 301 | 14 | 6 | 31/12/15 Contributions ... ... | 280 | 9 | 6 |
| | | | | Balance carried down ... | 21 | 5 | 0 |
| | £301 | 14 | 6 | | £301 | 14 | 6 |
| Balance brought down ... | 21 | 5 | 0 | | | | |
| 1/1/16 Balance (total surplus) carried to 1916 ... ... | 814 | 18 | 3 | 1/1/16 Balance from 1914 ... | 836 | 3 | 3 |
| | £836 | 3 | 3 | | £836 | 3 | 3 |

## INCOME AND EXPENDITURE ACCOUNT.

| Expenditure. | £ | s. | d. | Income. | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/15 Benefit Payments: | | | | 31/12/15 Entrance Fees... ... | 296 | 13 | 7 |
| Sick ... 21 13 8 | | | | Sale of Badges ... ... | 21 | 10 | 10 |
| Funeral ... 50 0 0 | | | | Contributions: | | | |
| | 71 | 13 | 8 | Benevolent ... ... | 280 | 9 | 6 |
| Benevolent Fund Grants ... | 301 | 14 | 6 | Sick ... ... ... | 19 | 14 | 8 |
| General Fund ... ... | 2,464 | 18 | 11 | Funeral ... ... ... | 143 | 7 | 8 |
| | | | | General ... ... ... | 1,425 | 14 | 6 |
| | | | | Interest on Funds ... ... | 48 | 3 | 10 |
| | | | | Miscellaneous ... ... | 82 | 4 | 0 |
| | | | | Balance (amount taken from funds) ... ... ... | 520 | 8 | 6 |
| | £2,838 | 7 | 1 | | £2,838 | 7 | 1 |

## GENERAL FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/15 Management Expenses: | | | | 31/12/15 Management Contributions | 1,425 | 14 | 6 |
| Wages | 1,097 | 5 | 4 | Entrance Fees | 296 | 13 | 7 |
| Rent | 229 | 7 | 3 | Badges | 21 | 10 | 10 |
| Dispute Pay | 143 | 1 | 2 | Sundries | 130 | 7 | 10 |
| Postage, Printing and Stationery | 429 | 14 | 2 | Balance (deficit on year) | 590 | 12 | 2 |
| Affiliation Fees | 182 | 8 | 3 | | | | |
| Delegations and Deputations | 197 | 12 | 10 | | | | |
| Audit Fees | 4 | 4 | 0 | | | | |
| Miscellaneous | 181 | 5 | 11 | | | | |
| | £2,464 | 18 | 11 | | £2,464 | 18 | 11 |
| 1/1/16 Balance (total surplus) to 1916 | 713 | 7 | 9 | 1/1/16 Balance from 1914 | 1,303 | 19 | 11 |
| Balance from above account | 590 | 12 | 2 | | | | |
| | £1,303 | 19 | 11 | | £1,303 | 19 | 11 |

## BALANCE SHEET AS AT DECEMBER 31ST, 1915.

| LIABILITIES. | £ | s. | d. | ASSETS. | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| Balance to credit of: | | | | Cash Balances: | | | |
| Sick Fund | 340 | 16 | 3 | At Bank (current account) | 1,114 | 0 | 1 |
| Funeral Fund | 550 | 18 | 9 | At Bank (branches) | | | |
| Benevolent Fund | 814 | 18 | 3 | At Bank (deposit account) | | | |
| General Fund | 713 | 7 | 9 | In Hand | | | |
| | | | | Branch Balances | 118 | 1 | 7 |
| | | | | Investments: | | | |
| | | | | Government Securities | 1,083 | 13 | 8 |
| | | | | Other Securities | 9 | 0 | 0 |
| | | | | Due from N.H.I. | 95 | 5 | 8 |
| | £2,420 | 1 | 0 | | £2,420 | 1 | 0 |

NOTE.—This statement differs from the summary submitted to the Delegate Meeting, 1920, by 1d., due to halfpence not being shown.

Audited by { E. H. MASON.
W. SINDALL.

*General Secretary*—W. JOHNSON.
*General Treasurer.*—J. ATTERTON.

# Annual Accounts, 1916.

## FUNERAL FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/16 Payments | 35 | 0 | 0 | 31/12/16 Contributions | 144 | 13 | 10 |
| Balance (surplus for 1916) carried down | 109 | 13 | 10 | | | | |
| | £144 | 13 | 10 | | £144 | 13 | 10 |
| 1/1/17 Balance (total surplus carried to 1917) | 660 | 12 | 7 | 1/1/17 Balance brought down (1916 surplus) | 109 | 13 | 10 |
| | | | | Balance from 1915 | 550 | 18 | 9 |
| | £660 | 12 | 7 | | £660 | 12 | 7 |

## SICKNESS FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/16 Payments ... ... | 29 | 6 | 2 | 31/12/16 Contributions ... ... | 17 | 17 | 4 |
| | | | | Balance (deficit) carried down | 11 | 8 | 10 |
| | £29 | 6 | 2 | | £29 | 6 | 2 |
| Balance from above account | 11 | 8 | 10 | | | | |
| 1/1/17 Balance (total surplus) carried to 1917 ... ... | 329 | 7 | 5 | 1/1/17 Balance from 1915 ... | 340 | 16 | 3 |
| | £340 | 16 | 3 | | £340 | 16 | 3 |

## BENEVOLENT FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/16 Payments ... ... | 27 | 2 | 10 | 31/12/16 Contributions ... ... | 26 | 19 | 6 |
| | | | | Balance (deficit) carried down | | 3 | 4 |
| | £27 | 2 | 10 | | £27 | 2 | 10 |
| 1/1/17 Balance brought down ... | | 3 | 4 | | | | |
| Balance (surplus) to 1917 ... | 814 | 14 | 11 | 1/1/17 Balance from 1915 ... | 814 | 18 | 3 |
| | £814 | 18 | 3 | | £814 | 18 | 3 |

## INCOME AND EXPENDITURE ACCOUNT.

| EXPENDITURE. | £ | s. | d. | INCOME. | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/14 Benefit Payments: | | | | 31/12/16 Entrance Fees ... ... | 432 | 4 | 4 |
| Sick ... 29 6 2 | | | | Sale of Badges ... ... | 33 | 14 | 1 |
| Funeral ... 35 0 0 | | | | Fines ... ... ... ... | 0 | 0 | 0 |
| | | | | Levies ... ... ... | 0 | 0 | 0 |
| | 64 | 6 | 2 | Contributions: | | | |
| Benevolent Fund Grants ... | 27 | 2 | 10 | Benevolent 26 19 6 | | | |
| General Fund ... ... | 2,236 | 19 | 5 | Sick ... ... 17 17 4 | | | |
| Balance (amount added to funds) ... ... ... | 364 | 0 | 9 | Funeral ... 144 13 10 | | | |
| | | | | | 189 | 10 | 8 |
| | | | | General ... ... ... | 1,934 | 18 | 5 |
| | | | | Interest on Funds ... ... | 70 | 10 | 2 |
| | | | | Miscellaneous ... ... | 31 | 11 | 6 |
| | £2,692 | 9 | 2 | | £2,692 | 9 | 2 |

## GENERAL FUND.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/16 Management Expenses: | | | | 31/12/16 Management Contributions ... ... ... | 1,934 | 18 | 5 |
| Wages ... ... ... | 882 | 5 | 1 | Entrance Fees ... ... | 432 | 4 | 4 |
| Rent ... ... ... ... | 237 | 16 | 8 | Badges ... ... ... | 33 | 14 | 1 |
| Insurance ... ... | | | | Fines ... ... ... ... | 0 | 0 | 0 |
| Postage, Printing and Stationery ... ... ... | 276 | 16 | 4 | Levies ... ... ... ... | 0 | 0 | 0 |
| Affiliation Fees ... ... | 222 | 13 | 2 | Sundries ... ... ... | 102 | 1 | 8 |
| Delegations & Deputations... | 508 | 7 | 5 | | | | |
| ,, ,, | 54 | 5 | 1 | | | | |
| Audit Fees ... ... ... | 4 | 4 | 0 | | | | |
| Miscellaneous ... ... | 50 | 11 | 8 | | | | |
| Balance (surplus for year) carried down ... ... | 265 | 19 | 1 | | | | |
| | £2,502 | 18 | 6 | | £2,502 | 18 | 6 |
| 1/1/17 Balance (total surplus) to 1917 ... ... ... | 979 | 6 | 10 | 1/1/17 Balance from 1915 ... | 713 | 7 | 9 |
| | | | | Balance from above account | 265 | 19 | 1 |
| | £979 | 6 | 10 | | £979 | 6 | 10 |

## BALANCE SHEET AS AT DECEMBER 31st, 1916.

| LIABILITIES. | £ | s. | d. |
|---|---|---|---|
| Balance to credit of : | | | |
| Sick Fund ... ... ... | 329 | 7 | 5 |
| Funeral Fund ... ... | 660 | 12 | 7 |
| Benevolent Fund ... ... | 814 | 14 | 11 |
| General Fund ... ... | 979 | 6 | 10 |
| | £2,784 | 1 | 9 |

| ASSETS. | £ | s. | d. |
|---|---|---|---|
| Cash Balances :— | | | |
| At Bank (current account) ... | 1,274 | 13 | 10 |
| At Bank (branches) ... ... | | | |
| At Bank (deposit account) ... | | | |
| Branch Balances ... ... ... | 364 | 8 | 0 |
| Investments : | | | |
| Government Securities ... | 1,083 | 13 | 8 |
| Other Securities ... ... | 9 | 0 | 0 |
| Due from N.H.I. ... ... | 52 | 6 | 3 |
| | £2,784 | 1 | 9 |

NOTE.—This statement differs from the summary submitted to the Delegate Meeting, 1920, by ½d., due to halfpence not being shown.

Audited by { E. H. MASON.
{ W. SINDALL.

11/2/18

*General Secretary,* W. JOHNSON.
*General Treasurer,* J. ATTERTON.

## *Membership Summary*

(As submitted to Delegate Meeting, 1920.)

| | |
|---|---|
| Membership at 31/12/14 ... ... | 5,002 |
| Admitted during 1915 ... ... ... | 2,067 |
| | 7,069 |
| Lapsed ... ... ... ... | 3,335 |
| Membership at 31/12/15 ... ... | 3,734 |
| Admitted during 1916 ... ... ... | 3,153 |
| | 6,887 |
| Lapsed ... ... ... ... | 2,356 |
| Membership at 31/12/16 ... ... | 4,531 |
| Admitted during 1917 ... ... ... | 3,194 |
| | 7,725 |
| Lapsed ... ... ... ... | 2,229 |
| Membership at 31/12/17 ... ... | 5,496 |
| Admitted during 1918 ... ... ... | 6,168 |
| | 11,664 |
| Lapsed ... ... ... ... | 3,642 |
| Membership at 31/12/18 ... ... | 8,022 |
| Admitted during 1919 ... ... ... | 9,760 |
| | 17,782 |
| Lapsed ... ... ... ... | 6,286 |
| Membership at 31/12/19 ... ... | 11,496 |

## *National Association of Theatrical Employees.*

29-31, PORTUGAL STREET, LONDON, W.C. 2.

A registered Trade Union for the workers in the Amusement world, established 1890. Affiliated to the Trade Union Congress, etc.

General Secretary, TERENCE CANNON.

Telegraphic Address, Stageland, London.
Telephone, Holborn 1305.

## *The Electric Woman.*

*With apologies to the "E.T.U. Journal."*

| | |
|---|---|
| When she talks too long... ... | *Interrupter* |
| If her way of thinking is not yours | *Converter* |
| If she is willing to come half way... | *Meter* |
| If she wants to go farther ... | *Conductor* |
| If she wants to go still farther... | *Dispatcher* |
| If she wants to be an angel ... | *Transformer* |
| When she is sulky and will not speak | *Exciter* |
| If she gets too excited ... ... | *Controller* |
| If she proves your fears are wrong | *Compensator* |
| If she goes up in the air... ... | *Condenser* |
| If she wants chocolates ... ... | *Feeder* |
| If she sings false ... ... ... | *Tuner* |
| If she is in the country ... ... | *Telegrapher* |
| If she is a poor cook ... ... | *Discharger* |
| If she eats too much ... ... ... | *Reducer* |
| If she is wrong ... ... ... | *Rectifier* |
| If she is cold to you ... ... ... | *Heater* |
| If she gossips too much ... ... | *Regulator* |
| If she fumes and sputters ... ... | *Insulator* |
| If she becomes upset... ... ... | *Reverser* |

—From *Life* (Australia).

## *Editorial Notes.*

We have received the usual budget of good wishes from well-known personalities in the Labour world, but on the advice of Mr. G. B. Shaw we refrain from quoting these in full. The National Federation of Women Workers, *Daily Herald,* Dock, Wharf, Riverside and G. W. Union, N.U.R., N. U. of General Workers, "Bob" Smillie, Transport Workers Federation, T.U.C. Parliamentary Committee, all combine to wish our paper success.

Further congratulatory messages have reached us from the A.A., A.M.U., Miners' Federation, and V.A.F.

We cannot refrain, however, from quoting the following: "Theatrical workers will derive as much advantage from Trade Unionism as the workers employed in other organized industries have done if only they will divest themselves of any imagined superiority and realize that they are workpeople whose labour is exploited by the theatrical managers and theatrical trusts in the same manner as other workers are exploited." And this: "My experience tells me that whenever a Society issues a journal of its own, it is the starting-point of increased strength and prosperity to that particular Union."

Touring members are constantly complaining that stamps are not obtainable at various provincial towns, and that provincial members do not extend the hand of fellowship in as hearty a manner as could be wished. We trust that the word "National" in our Union's title is not meaningless.

Provincial branches frequently request the "getting-in" and "getting-out" rates for travelling shows. The General Secretary's advice is, "charge as much as the other party can stand—until the T.M.A. come to a working agreement with the Union and fix these rates. The work is optional, and no member need be afraid of refusing it."

The British Drama League are publicly debating the Sunday opening of theatres, on January 24th at the Haymarket Theatre, 3 p.m. We understand the Union will be officially represented.

All communications must be addressed to the N.A.T.E. JOURNAL at the offices of the Union, 29-31, Portugal Street, London, W.C. 2. Copy received later than the first of the month cannot be guaranteed space in that month's issue.

## *Stage Whispers.*

It is a fact that federation of Unions in the entertainment industry has become a practical proposal only since the N.A.T.E. began to kick-off as a fighting organization.

* * * *

Is not the difference in our membership since 1913 a factor in the case?

* * * *

Have the licensed victuallers become affiliated to the S.W.E.T.M., and if so, does that account for the "spirit" so freely bestowed on our West End members on Christmas Eve?

* * * *

Stands Scotland where she did, since Christmas week?

* * * *

The Secretary of the S.W.E.T.M. should join his Trade Union and strike for a living wage. Rowland butter at a coffee-stall? Perish the thought.

* * * *

A new type of financial member has been discovered. He thinks the word "clear" written against the statement of "arrears from last quarter's card" means that the new card is clear without putting any stamps on it.

* * * *

The rumour that a matinée of "Mind the Paint Girl" is given daily at the C.O. is without foundation.

* * * *

Defaulting stewards will shortly open a branch office—at Bow Street.

* * * *

The Coliseum (London) hasn't a good news service. Our strike handbill had to pay for admission.

* * * *

Sacred to the memory of the Provident Association, which was decently interred on December 29th after a long and painful illness. No cards—by request.

* * * *

Brother Webb, E.T.U., the well-known apostle of solidarity in London, is afraid. The January *Electron* states that he is afraid of having to fight the N.A.T.E. Evidently E.T.U. business is so flourishing that all the employers are subdued, so there remains but the poor old Trade Union to vanquish. We wish our friend the enemy every success, and hope he won't short-circuit himself.

* * * *

Welcome to Tommy O'Brien, who starts work this month as South Wales organizer. If he equals Georgie Mitchell the Union will have done big biz.

Wanted, names of members who accepted the managerial bribe of half-a-crown, Butt you never can tell!

* * * *

The retirement of Mrs. Duncan from the Aberdeen Secretaryship robs us of our only woman secretary. No more alert-minded or independent thinker could be found in many a Union, and we are profoundly sorry to start 1921 without Mrs. Duncan, who, we trust, will not allow her interest in the movement to diminish.

* * * *

"I advise you to

(*a*) Put all the leading managers and authors on your free list.

(*b*) Don't make your paper unreadable by stuffing it with messages and good wishes that have no interest for any mortal soul, and have killed more Labour papers than ever Capitalism did."—G. B. Shaw, 17/12/20.

## *Correspondence.*

[*Letters from members must be signed as a guarantee of good faith, and must bear name of Branch and National Number. Individual complaints should be sent to the General Secretary, as only matters of general interest can be inserted here. The Editor is not responsible for the opinions expressed by contributors.*]

DEAR SIR,

The remarks one generally hears in the provinces is that the N.A.T.E. is a Union for West End Theatres only. Does the action our officials have taken justify that statement? Well, we will see. A general meeting was held at Holborn Empire, when Bro. Johnson told us the agreement with the West End managers expires at the end of October or thereabouts, and asked us for a new lease of life for the officials, as they knew the old agreement and would know how to tackle it. So they were elected *en bloc*. At the same time the red herring was drawn across our mouths with regard to the 100 per cent. increased contributions. As a programme was about to be launched which would include the Metropolitan Theatres, we swallowed it. Next a meeting of the stewards was called to form a programme for which we had no mandate from our members. This was practically a washout. Now, if our officials had notified us what we were meeting for, we could have called our respective staffs together, got a mandate, and have done a good bit of work, but instead we knew nothing, and all that was done was to fix a building rate. Next meeting—Palace Theatre—Programme launched for the whole of the Metropolitan Theatres with a mandate from over 3,000 members. Now what has become of that mandate, and why were the Metropolitan Theatres thrown over? Who is responsible for it? Why was not another meeting called to let the members know that the West End Managers would have nothing to do with the Metropolitan Theatres, or why were not the stewards called together, so that they could have gone back and told their staffs the state of things, not have taken the matter in their own hands and dropped the Metropolitan members over the garden wall. Now we will take the second meeting at the Canterbury. Out of 42 West End Theatres only 450 members attended to hear their fate. Please note—Palace Theatre—Metropolitan members over 3,000. Now, who is the backbone of the Union? Why play the game of sectionism? There is only one sound game, and that is solidarity, and it is hoped that all members of the Metropolitan Theatres will watch for the next election of these officials. If these officials think we are going to finance West End Theatres only they are mistaken, and we hope this will open up discussion in our JOURNAL.

S. MERRITT (Steward),

Theatre Royal, Stratford.

DEAR SIR,

TO WOMEN WORKERS IN THEATRE, MUSIC HALL OR CINEMA.

The year 1920, with its joys, its sorrows, successes and failures has closed. The year 1921 has dawned and we want to make it the brightest, the best and most successful year for women workers. To accomplish this we must take a decisive stand.

*First.*—We must co-operate definitely and earnestly with our brother workers.

*Second.*—We must exhibit an intelligent desire to understand and practise the principles of Trade Unionism.

*Third.*—Women should see to it that their subscriptions are kept paid to date, because, just as they cannot live without food, or a fire cannot be kept burning without fuel, neither can their organization be kept going without support, and it is necessary (in your interest, sisters) that your organization should have your whole-hearted support, in conjunction with that of your brother workers. Do not think, because your employer offers you a little more salary, that there is no need for you to pay further contributions to your Association, but just give five minutes' thought as to the reason of his making this offer, and you will see that it is because *your Trade Union exists.* If there were no Trade Unions, we should very soon be back to the old sweating conditions which prevailed before the Trade Unions became such a mighty force to be reckoned with.

Let it not be said that only men are interested in the movements affecting workers. Let us show, by our active participation in endeavours, that we have a genuine desire to help in improving the conditions for workers.

Wishing you all a happy New Year and the best of luck.

A Sister Comrade.

## Financial Secretary's Notes.

Members will be glad to see statements of accounts long overdue. Those for 1915 and 1916 were submitted in tabular form to the Delegate Meeting in April last, but for reasons somewhat obscure have not been circulated to the membership generally. 1917 and 1918 accounts will be printed next month, and if the E.C. approve at their meeting in March, the 1919 accounts, which have only just been audited, will be printed in the March issue. The membership statement printed elsewhere will then agree with the accounts to date.

* * * *

By the time these notes appear in print, it is hoped that the new rules will be available for general issue. Sufficient copies for every financial member will be despatched to provincial branches, and also spare copies for new members, which will avoid heavy postal expenses. Further supplies can then be ordered as required. Collecting stewards in London will be supplied, on personal application at the C.O. or by post, if a request to that effect is made.

* * * *

It is hoped that the frequent changes now being made in the design and colour of the quarterly card will enable collecting stewards to spot persons posing as financial members whose cards are hopelessly in arrears. This reason is the only one which stops the E.C. from issuing half-yearly or yearly contribution cards.

* * * *

The indulgence of provincial secretaries and all members is asked in connection with the exchange of cards and issue of registers this month. The renumbering is of course chiefly responsible for delay, but illness has been a contributory cause, and the Christmas holidays were a day longer than usual. As Arthur Prince puts it, "Ten thousand of us could do it in five minutes." These remarks apply also to new members' cards, which have naturally had to be treated strictly in order of date of receipt.

## London C.E.A. Award, operating from 8th Sept., 1920.

*Wages and Working Conditions for Cinema Operators and their Assistants, and all others employed (excepting Managers and Musicians) working in the Metropolitan Police Area.*

### 1.—*Working Hours.*

48 hours shall constitute a week's work. In Picture Houses where a full working week is less than 48 hours, payment for a full 48 hours shall be paid, unless varied under Rule 4.

### 2.—*Wages.*

The minimum wage for Chief Operator shall be 2/3 per hour. Chief Operator in charge of producing plant shall be paid 2/5 per hour. The minimum rate for a Second Operator shall be 1/3 per hour.

### 3.—*Overtime.*

All hours worked over 48 hours shall be paid for at the following rate:—time and half for the first four hours, and double time after. Meal and rest time not to be included as hours worked.

### 4.—*Definition of Duties.*

*Chief Operator* must be a man of 21 years or over who has had four or more years' experience as an operator in a recognized Picture Theatre, and capable of the repair and maintenance of existing installations. *Second Operator* shall be a man not under the age of 18 years, must have had at least two years' practical experience in the trade and shall be capable of taking charge of Operating Box in absence of Chief Operator. Every recognized Picture Theatre shall employ at least one Chief Operator, except in the case of a theatre which, owing to size or exceptional circumstances, cannot pay the Chief Operator's rate. Any claim to exceptional treatment must be made to a Sub-Committee, whose decision shall be final.

(*a*) But it is agreed that any theatre showing on year's average takings of one hundred and twenty pounds weekly (exclusive of entertainment tax) need not instal a Chief Operator, but may employ a Second Operator of over two years' experience in charge of the operating box, who shall receive 2d. per hour extra in respect thereof.

### 5.—*Apprentices or Probationers.*

Apprentices, Assistants or Probationers must be 16 or over, and shall be under the instruction and direction of the Chief Operator, or, during his absence, of the Second Operator.

*For the Learning Period Wages.*

| | | | | |
|---|---|---|---|---|
| £1 0s. | per week | for the | 1st 6 | months. |
| £1 5s. | ,, | ,, | 2nd 6 | ,, |
| £1 10s. | ,, | ,, | 3rd 6 | ,, |
| £2 0s. | ,, | ,, | 4th 6 | ,, |

After the expiration of the 4th period, the Apprentice shall be eligible to be engaged as Second Operator.

Not more than two Apprentices or Probationers shall be engaged at any one Picture Theatre.

*Equal rates for men and women.* Men and women to be paid equal rates for equal work.

6.—*Sunday Working.*

Where Sunday opening is in practice it shall be considered a day's work of 8 hours and paid for as such. If any time over 5 hours are worked such time shall be paid for at double time rates.

### OTHER SECTIONS OF THE STAFF.

7.—*Working Hours.*

48 hours to constitute the working week.

8.—*Overtime.*

All hours worked over 48 shall be paid for at the following rates:—First four hours single time. Time-and-half rates after 52 hours.

*Wages.*

9 (merged into 10).

Cashiers and Female Attendants, graded according to class of Hall as follows:—

| | | |
|---|---|---|
| A Class | ... ... ... | £2 0 0 |
| B ,, | ... ... ... | £1 15 0 |
| C ,, | ... ... ... | £1 10 0 |

11.

Male Attendants, graded according to class of Hall as follows:—

| | | |
|---|---|---|
| A Class | ... ... ... | £3 0 0 |
| B ,, | ... ... ... | £2 15 0 |
| C ,, | ... ... ... | £2 10 0 |

Foreman to receive in A Class, 10s. extra.
,, ,, B & C Class, 7/6 extra.

Part time Male and Female Attendants, 4/- per night and 3/6 per matinée. Maximum hours, 5. Matinée, 3 hours.

12.

*Cleaners.*—Women employed as Cleaners, part time only, to be paid 10½d. per hour, with a minimum of £1 1s. per week.

13.—*Deleted.*

14.

All fares and other expenses incurred on the Theatre's business to be reimbursed by the management.

15.—*Holidays.*

Boxing Day, Easter Monday, Whit Monday, August Bank Holiday, to be paid for at time-and-half rate.

All employees to be given one week's holiday with pay after a period of six months' employment.

Where Sunday opening is in practice, it shall be considered a day's work of 8 hours and paid for as such.

If any time over 5 hours is worked, such time shall be paid for at double time rates.

16.—*Termination of Engagement.*

One week's Notice to be given on either side, the employees on termination of engagement to be paid the money due to him or her, and to be handed their Insurance Card.

17.—*Deleted.*

18.—*Left Over.*

19.

In Picture Theatres where the conditions are better than those set out in this agreement, the same conditions to continue.

20.—*Sub-Committee.*

A Sub-Committee to be set up with equal representation to adjudicate upon and decide questions arising out of this agreement, and to decide any appeal of hardships.

## **Manchester Award.**

The following settlement was agreed upon at the Conference held in the Midland Hotel, Manchester, on Wednesday, October 20th, 1920, between the Management of the following Entertainment Establishments:—

Hippodrome, Manchester; Palace, Manchester; Empire, Ardwick; Tivoli, Manchester; Osborne, Manchester; Metropole, Manchester; Junction, Hulme; Hippodrome, Hulme; Palace, Salford; Hippodrome, Salford; King's, Longsight; Hippodrome, Queen's Park; Royalty Theatre, Barrow; Tivoli Theatre, Barrow; Crown Theatre, Eccles.

Assisted by Mr. Percival Percival, the Secretary of the Conciliation Board, established in connection with the Provincial Entertainments Proprietors' and Managers' Association and the representatives of the Manchester and Barrow Branches of the National Association of Theatrical Employees. Presided over by Mr. Charles Kean, J.P.

I HEREBY AWARD AND DECLARE the following Rates and Rules shall apply:

1.—The present rules and conditions of employment, etc., in the above-named theatres to continue.

2.—This agreement to date from Monday, November 1st, 1920.

3.—This agreement shall remain in force for a period of twelve months. The Manchester, Salford and Barrow Branches of the National Association of Theatrical Employees on the one hand, or the Manchester, Salford and Barrow Joint Proprietors and Managers (for the theatres named herein) on the other hand, may give three months' notice in writing on or before July 2nd, 1921, to the other party with regard to a further conference being held to discuss this agreement with a view to alter, vary, cancel, or put an end to the said terms and conditions, or any of them, for, on and after November 1st, 1921.

4.—Day Staffs.—Adults employed in the theatres herein named as weekly employees to receive an advance of eight shillings and sixpence (8/6) per week, with a minimum of three pounds (£3) per week for men: and six shillings (6/-) per week with a minimum of two pounds five shillings (£2 5s.) per week for women. Any advance which may have been given by the employer to any worker since the rate awarded in October, 1919, shall be taken as part of the advance now stated (but where bonuses are being paid, the same shall not be looked upon as an advance, nor shall such bonuses be reduced or stopped on account of this advance) meaning that all such employees, on November 1st, 1920, are to have the sum upon previous award as stated in this clause.

5.—Night Staffs.—(Adult Male & Female):

(*a*) Scenemen, fly-men, lime men, property men, stage door men, checkers, doorsmen, ushers, money-takers, etc., etc., employed to work the performance, shall be paid at twice nightly houses:

3s. 9d. (three shillings and ninepence) per night, being an advance of 6d. on the rates awarded in October, 1919.

(*b*) Night Staffs.—(Male or Female) as above classified (lady ushers excepted) for matinées, 3s. 3d. (three shillings and threepence) being an advance of 6d. per matinée on rates awarded in October, 1919.

Note.—Lady ushers, 2s. 9d. (two shillings and ninepence) per matinée, being an advance of 6d. per matinée on the rates awarded in October, 1919.

Night Staffs.—(Adult Male and Female) stage and front of house (lady ushers included) in once nightly houses, 3s. 3d. per night (three shillings and threepence) and 3s. 3d. (three shillings and threepence) per matinée.

(*c*) Where a bonus is paid to the night staffs, the same shall not be looked upon as a part of this advance, and such bonuses shall not be reduced or stopped on account of this advance.

6.—Cleaners.—To receive an advance of 6s. (six shillings) per week, with a minimum wage of 30s. (thirty shillings) per week.

For Sunday work to receive 7s. (seven shillings) for a period not exceeding 4 (four) hours.

7.—Rehearsals.—All sections of employees required to attend any rehearsal shall be paid as follows: The time to be reckoned from the time of calling, and the employees to report for duty at the time of calling.

Between 8 a.m. and 11 p.m., 1s. 9d. (one shilling and ninepence) per hour with a minimum of 7s. (seven shillings). Between the hours of 11 p.m. and 8 a.m., 3s. 6d. (three shillings and sixpence) per hour with a minimum of 10s. 6d. (ten shillings and sixpence). When the rehearsal is a continuation of an evening performance the rate shall be 3s. 6d. (three shillings and sixpence) per hour.

Sunday, 3s. 6d. (three shillings and sixpence) per hour with a minimum of 10s. 6d. (ten shillings and sixpence).

8.—Men who are employed in any stage department from day to day, and who are not engaged as weekly servants, shall be paid not less than 1s. 9d. (one shilling and ninepence) per hour for time worked between 8 a.m. and 5 p.m., subject to no period being less than 4 (four) hours, with a minimum of 7s. (seven shillings).

9.—The normal working day of the employees engaged by the hour to terminate at 5 p.m. on the first five days of the week and 1 o'clock on Saturdays. Overtime rates for all sections to be: From 5 p.m. to 8 p.m., time and half; from 8 p.m. to starting time next day, double time.

10.—All work on Saturday afternoons (excepting work during a public performance), Sunday, Good Friday and Christmas Day, to be paid for at double time rate.

Supers and dressers engaged for stage performances are to be paid in twice nightly houses, 3s. 9d. (three shillings and ninepence) per night, and 3s. 3d. (three shillings and threepence) per matinée, and in once nightly houses, 3s. 3d. (three shillings and threepence) per night and per matinée.

The application for one day and night off per month for all day staffs, also a night off per month for all night staffs, was, by agreement, deleted.

Should the National Entertainment Industrial Council, during the period of this award arrive at a unanimous decision with regard to a Preference Clause, and embody such clause in awards given and agreements arrived at, under the rules, regulations and constitution of the National Entertainment Joint Industrial Council, such Preference Clause to be accepted by both parties to this award, as an added clause to my award dated October 25th and 27th, 1920.

(*Signed*) CHAS. KEAN, J.P., *Arbitrator.*
5, Regent Road, Salford.

Any questions upon the construction or interpretation of this award shall be referred to me for decision.

This award shall come into operation in the week commencing November 1st, 1920.

As witness my hand this 25th day of October, 1920.

(*Signed*) CHAS. KEAN, J.P., *Arbitrator.*
5, Regent Road, Salford.

## *LIST OF ORGANIZERS AND BRANCH SECRETARIES:*

### LONDON

*Organizers:* C. B. Finley; A. W. Muir; H. J. Kemp; P. Sharp.
*D.C. Secretary:*

*Branches and Secretaries:*

**Carpenters** ... C. Morris, 80, Bonnington Square, Vauxhall, S.W.
**Cinema** ... Central Office.
**General Staff** ... Central Office.
**Heads of Departments** ... Central Office.
**N.A.C.O.** ... Central Office.
**Scenic Artists' Assistants** ... Central Office.
**Stage Staff** ... Central Office.
**Touring** ... Central Office

### SCOTLAND

*Organizer:* J. Carlin (Glasgow).
*D.C. Secretary:* J. Carlin (Glasgow).

*Branches and Secretaries:*

Aberdeen ... —. Mackinnon, 2, Chapel Street.
Ayr ... L. Wilson, 19, New Bridge Street.
Cowdenbeath ... W. Docherty, 50, Church Street.
Dundee ... T. Phillips, 12, Parker Street.
Edinburgh ... W. Patterson, 17, Jeffrey Street.
Glasgow ... J. Carlin, 12, Windsor Terrace.
Kirkcaldy ... J. Wallace, 53, Dunnikier Road.

### LANCASHIRE AND CHESHIRE

*Organizers:* G. Mitchell (Blackpool); T. Derbyshire (Manchester);
T. Wilson, 13, Albert Edward Road, Kensington, Liverpool.
*D.C. Secretary:* G. Mitchell (Blackpool).

*Branches and Secretaries:*

Ashton-under-Lyne ... J. Hardman, 78, Astley Street, Dukinfield.
Barrow-in-Furness ... J. Bell, 44, Derry Street.
Blackpool ... G. Mitchell, 48, Adelaide Street.
Burnley ... J. Bell, 31, John Street, Nelson, Lancs.
Bolton ... E. S. Allsebrook, 19, Brinks Place, off Chorley Street.
Blackburn ... C. T. Swithenbank, 20, Brookfields Street.
Liverpool ... J. James, 42, Fairfield Street.
Manchester ... T. H. Derbyshire, 12, East Street, Lower Mosley Street.
Hanley ... G. Docksey, 76, Boundary Street.
Oldham ... L. Graydon, 14, Charter Street.
Preston ... J. Wilson, 9, Vauxhall Road.
Rochdale ... R. A. Lord, 10, Dewhurst Road, Syke.
Southport ... H. Johnson, 11, Mosley Street.
Warrington ... W. Cook, 71, Orford Street.
Whitehaven ... G. Moore, 23, Gores Buildings, High Scotch Street.
Workington ... E. Lowther, 43, Edkin Street
Wigan ... T. Tomlinson, 8, Gilroy Street.

## NORTH OF ENGLAND

*Organizer :*

*D.C. Secretary :*

*Branches and Secretaries :*

Newcastle-on-Tyne ... ... ... M. McKenna, 4, Seymour Street, Dunston-on-Tyne.
South Shields ... ... ... ... J. K. Wilson, 62, Bath Street.
West Hartlepool ... ... ... K. Carson, 15, Alma Place.
Tynemouth ... ... ... ... J. W. Kiddie, 64, Percy Street.
Middlesbrough... ... ... ... A. Peeling, 68, Bolckow Street.

## YORKSHIRE AND MIDLANDS

*Organizer :* B. Gorham, 18, Brompton Mount, Dewsbury Road, Leeds.

*D.C. Secretary :* T. Turner (Halifax).

*Branches and Secretaries :*

Birmingham ... ... ... ... F. A. Watson, Stage Manager, Aston Hippodrome.
Bradford ... ... ... ... J. H. Johnstone, 16, Rugby Place.
Castleford ... ... ... ... C. Holder, 33, Regents Street, Half Acres.
Darlington ... ... ... ... F. Richardson, 2, Bakehouse Square, Union Street.
Halifax ... ... ... ... ... T. Turner, 27, North Parade.
Huddersfield ... ... ... ... S. Armitage, 2, Filbert Street, Birkby.
Hull ... ... ... ... ... G. E. Hazel, 2, Ferndale, Walliker Street.
Leeds ... ... ... ... ... A. Lambert, 7, Welton Mount, Headingley.
Leicester ... ... ... ... R. A. Peutrill, 11, Eaton Street.
Nottingham ... ... ... ... E. A. Thompson, 3, Olive Row, Mount Street.
Sheffield ... ... ... ... J. H. Dean, 111, Cambridge Road, Heeley.
Wakefield ... ... ... ... J. A. Binns, 29, Almshouse Lane.

## SOUTH WALES AND WEST OF ENGLAND

*Organizer :* T. O'Brien (Llanelly).

*D.C. Secretary :*

*Branches and Secretaries :*

Aberdare ... ... ... ... G. A. Hawke, 212, Cardiff Road, Aberaman.
Barry Dock ... ... ... ... E. R. Harper, 88, Barry Road, Cadoxton.
Bristol ... ... ... ... H. C. White, 8, Blenheim Square, Marlborough Hill.
Cardiff ... ... ... ... ... Hunt, 85, City Road.
Newport (Mon.) ... ... ... J. Perrin, 56, Dock Street,
Merthyr Tydfil ... ... ... G. Powell, 50, Trevethick Street.
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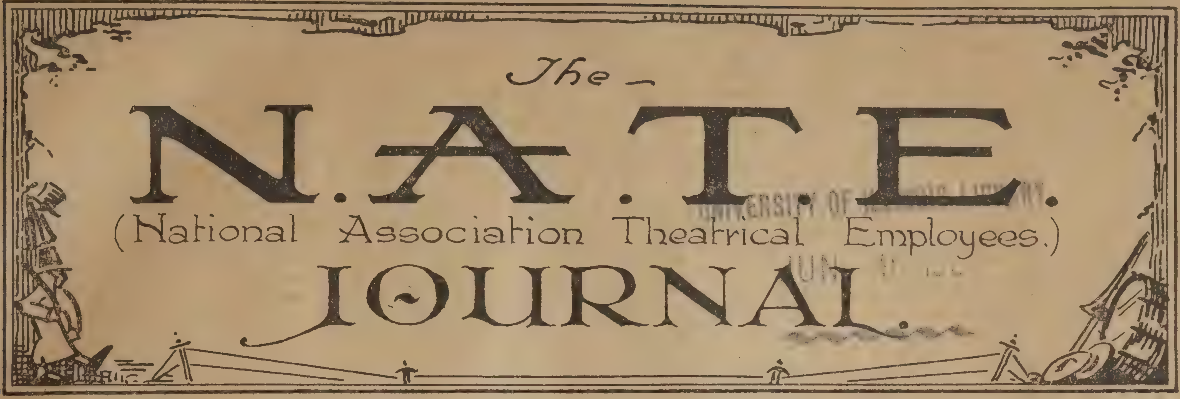

The
N.A.T.E.
(National Association Theatrical Employees.)
JOURNAL

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Vol. I. FEBRUARY, 1921 No. 2

# Wages Awards and Agreements.

## LONDON WEST END DRAMATIC AGREEMENT.

Operating from December 27th, 1920.

This Agreement applies to the following Theatres:

Aldwych.
Alhambra.
Adelphi.
Apollo.
Ambassadors.
Criterion.
The Comedy.
Daly's.
Drury Lane.
Duke of York's.
Empire, Leicester Sq.
Gaiety.
Garrick.
Globe.
His Majesty's.
Haymarket.
Kingsway.
Little Theatre.
Lyric.
London Hippodrome.
London Pavilion.
Lyceum.
New Theatre.
Oxford.
Palace, Shaftesbury Avenue.
Playhouse.
Prince of Wales.
Princes.
Queen's.
Royalty.
Royal Court.
Scala.
Shaftesbury.
The Savoy.
Strand.
St. Martin's.
St. James's.
Vaudeville.
Wyndham's.
Winter Garden.

Covent Garden pays a special rate.

Representing the Society of West End Theatre Managers: J. E. Vedrenne, Tom B. Davis and R. H. Gillespie.

Representing the N.A.T.E.: Terence Cannon, C. B. Finley and H. J. Kemp.

Special Note.—The recommendation as to Union labour and the question of increases on performance rates shown in Sections D and G of Part V, and Sections G of Part X, have yet to be settled.

### Minimum Rates of Pay and Working Hours.

### PART I.

### Stage.

(a) *Position:*
Master Carpenters, Chief Electricians and Property Masters making properties.

(b) *Minimum Wage:*
£6 10s. per week.

(c) *Hours:*
Maximum weekly hours for weekly rate, 50 per week during the six working days.

(d) *Overtime Rate:*
Between 50 and 60 hours single time rate. Between 60 and 70 hours time and a half rate. Time in excess of 70 hours per week and on Sunday, Good Friday, Christmas Day, and (for production work) on Bank Holidays, and after 12 o'clock noon on Saturday or 1 o'clock as the case may be, on Saturday (not being performance time), double time rate to be paid.

(e) *Special:*
In theatres, where it is customary to pay the heads of departments full salary when the theatre is closed, or during illness, or for annual holiday, overtime pay except for all night work or Sunday work may not be claimed.

### PART II.

### Carpenters & Joiners — Painters & Decorators.

(a) *Carpenters and Joiners (Bench Hands):*
The London Trade Union Rate.

(b) *Leading Carpenter and Joiner:*
1d. per hour above the minimum rate.

(*c*) *Hours:*

A day's work to consist of 8½ hours, commencing at 7 a.m. (except when starting a fresh job) and finishing at 5 o'clock p.m. on the first five days of the week and 1 o'clock p.m. on Saturday.

(*d*) *Special:*

Two hours' grinding money to be allowed on finish of a job, after working 48 hours. Carpenters and Joiners to give two hours' notice on leaving after 48 hours.

(*e*) *Overtime:*

Time and half rate from 5 p.m. to 8 p.m. on week days. Double time rate after 8 p.m. to 7 o'clock a.m. on week days; after 1 o'clock p.m. on Saturday, and on Sunday, Good Friday, Christmas Day and Bank Holiday.

(*f*) *Painter and Decorator (Qualified Journeyman):*

The London Trade Union Rate.

(*g*) *Hours:*

As Clause (*c*) above.

(*h*) *Overtime:*

As Clause (*e*) above.

## PART III.

### ELECTRICAL DAYMEN.

(*a*) *Wiremen or other qualified electrician:*

The London Trade Union Rate.

(*b*) *Minimum Rate—Charge Hands:*

1s. 10d. per hour.

(*c*) *Other Electrical Daymen:*

1s. 7d. per hour.

(*d*) *Hours:*

In Theatres giving one performance a night, the normal working day shall be from 8 a.m. to 4 p.m., or 9 a.m. to 5 p.m., on the first five days of the week, allowing an hour for dinner. On Saturday from 8 a.m. to noon or 9 a.m. to 1 p.m. On matinée days from 8 a.m. to noon or 9 a.m. to 1 p.m. In theatres giving one performance a night and a matinée daily, the minimum day work to be three hours. Such hours to be before 2 p.m.

(*e*) *Overtime:*

Time-and-a-half rate between 6 a.m. and 8 a.m., or between 7 a.m. and 9 a.m., when not on all-night work. Between 4 p.m. and 7 p.m., or between 5 p.m. and 8 p.m. Double time rate between 7 p.m. and 8 a.m., or between 8 p.m. and 9 a.m. (not being performance time). After the Evening Performance till starting time next day. On Saturday after 12 noon or 1 p.m. On Sunday, Christmas Day, Good Friday, and (for production work) on Bank Holidays, and when the dinner hour is worked at the request of the employer.

## PART IV.

### STAGE DAYMEN.

(*a*) *Property Bench Hands:*

Employed to help preparing, casting, on paper work, painting and (or) finishing properties 1s. 9d. per hour.

(*b*) *Stage Daymen—Charge Hands:*

1s. 9d. per hour.

(*c*) *Other Daymen:*

1s. 7d. per hour.

(*d*) *Hours:*

As part 3, Clause (*d*).

(*e*) *Overtime:*

As Part 3, Clause (*e*).

## PART V.

### PERFORMANCE RATE AND TIME: STAGE DEPTS.

(*a*) Employees engaged in a Stage Department must be on duty at the time the curtain goes up.

(*b*) Unless engaged for that evening only, any person employed to work during a performance on a Monday evening shall be so employed for the remainder of the week, unless misconduct shall justify his or her dismissal.

(*c*) Time to be charged for in the case of a performance from the time the employee is "called" when called prior to the rise of the curtain, and to the time when the employee is free to go after the fall of the curtain.

(*d*) *Minimum Rate:* 4s. 6d. per performance.

(*e*) *Maximum Time for Minimum Rate:* Three hours per performance or part of three hours.

(*f*) *Overtime Rate:* Any time required above three hours for any performance to be paid for at the rate of 6d. per fifteen minutes or portion thereof, combining the excess times on the performances given in any one week.

(*g*) *Charge Hands in each Department, Perch Light Operators, Greencoats, or other employees required to put on uniform or otherwise dress to appear in sight:*

5s. per performance. Time and overtime as per Clauses (*c*), (*e*), and (*f*) above.

(*h*) *Helping to "set" Scene:* Members of the Stage Staff called in to help "set" the first scene for a matinée or evening performance immediately prior to a performance, shall be paid 9d. for each half-hour or portion thereof.

(*i*) *Members of the Stage Staff assisting on or off the stage by "shouting" or helping to make up a crowd, or in any other way special to the play when "making up" is not required:*

6d. per performance.

(*j*) *Supers:* 2s. 9d. per performance. (A member of the staff engaged as a super to be paid full rate for a super.)

## PART VI.

### PERFORMANCE RATE AND TIME—FRONT OF HOUSE STAFF.

(*a*) Employees engaged for a performance must, in the case of those employed on the front of the house, attend in time to be on duty when the doors open.

(*b*) Unless engaged for that evening only any person employed to work during a performance on a Monday evening shall be so employed for the remainder of the week unless misconduct shall justify his or her dismissal.

(*c*) Time to be charged in the case of a performance from the time the employee is "called" when called prior to the doors being opened, and to the time when the employee is free to go after the fall of the curtain.
*Money Takers:* 4s. 6d.

(*d*) *Check-takers, Janitors, Ushers (Male) Attendants (Male), and Linkmen. Minimum Rate:*
4s. per performance.

(*e*) *Maximum Time for Minimum Rate:* 3½ hours per performance or part of 3½ hours.

(*f*) *Overtime:* Any time in excess of 3½ hours for any performance to be paid for at the rate of 6d. for 15 minutes or portion thereof, combining the excess times on the performances given in any one week.

(*g*) *Programme Sellers and Attendants—Minimum Rate:* 28s. per week of eight performances or less. 3s. 6d. per performance for each in excess of eight performances per week.

(*h*) *Maximum Time for Minimum Rate:* 3½ hours performance or part of 3½ hours.

(*i*) *Overtime:* As per Clause (*f*) above.

(*j*) *Cloakroom Attendants (men or women) Minimum Rate:* 28s. per week of eight performances, or less. 3s. 6d. per performance for each in excess of eight performances per week.

(*k*) *Maximum Time for Minimum Rate:* 3½ hours per performance, or part of 3½ hours.

(*l*) *Overtime:* As per Clause (*f*) above.

(*m*) *Special:* With regard to Programme Sellers and Cloakroom Attendants, the rate is subject to the condition that in broken week when, after due notice, the theatre is closed, a *pro rata* wage may be paid.

## PART VII.

### BOX OFFICE.

(*a*) *First Assistant to Box Office Manager—Minimum Rate:*
£3 per week.
(*b*) *Other Assistants and (or) Telephone Operators:*
£2 5s. per week.
(*c*) *Hours:*
54 hours per week.
(*d*) *Overtime:*
Time-and-a-half rate between 54 hours and 60 hours per week. Double time rate for time in excess of 60 hours per week, and on Sunday, Good Friday and Christmas Day.

## PART VIII.

### WARDROBE DEPARTMENT.

(*a*) *Wardrobe Mistress—Minimum Rate:*
£3 per week.
(*b*) *Hours:*
50 hours per week.
(*c*) *Overtime:*
Time-and-a-half rate between 50 and 60 hours per week. Double time rate for time in excess of 60 hours per week, and on Sunday, Good Friday and Christmas Day.
(*d*) *Assistants, Charge Hands — Minimum Rate:*
1s. 3d. per hour.
(*e*) *Other Assistants:*
1s. 1d. per hour.
(*f*) *Hours:*
As per Part III, Clause (*d*).
(*g*) *Overtime:*
As per Part III, Clause (*e*).

## PART IX.

### ADVERTISING DEPARTMENT.

(*a*) *Chief Bill Inspectors—Minimum Rate:*
£3 per week.
(*b*) *Hours:*
48 hours per week.
(*c*) *Overtime:*
Time-and-a-half rate between 48 hours and 54 hours per week. Double time rate for time in excess of 54 hours per week, and on Sunday, Good Friday and Christmas Day.
(*d*) *Assistants and Bill Posters—Minimum Rates:*
1s. 6d. per hour.
(*e*) *Hours:*
As per Part III, Clause (*d*).
(*f*) *Overtime:*
As per Part III, Clause (*e*).

## PART X.

### REFRESHMENT DEPARTMENT.

(*a*) *Manager or Manageress—Minimum Rate:*
£3 5s. per week.
(*b*) *Hours:*
48 hours per week.
(*c*) *Overtime:*
Time-and-a-half rate between 48 and 54 hours per week. Double time rate for time in excess of 54 hours per week, and on Sunday, Good Friday and Christmas Day.
(*d*) *Cellarmen—Minimum Rate:*
£3 per week.
(*e*) *Hours:*
48 hours per week.
(*f*) *Overtime:*
As Clause (*c*) above.
(*g*) *Barmaids and Barmen—Minimum Rate:*
4s. per performance.
(*h*) *Maximum Time for Minimum Rate:*
3½ hours per performance, as per Clause (*a*), (*b*), (*c*), (*h*), Part VI.
(*i*) *Overtime:*
As per Part VI, Clause (*f*).

## PART XI.

### HOUSEKEEPER'S DEPARTMENT.

(*a*) *Position:*
Housekeeper.
(*b*) *Minimum Rate:*
£2 5s. per week.
(*c*) *Hours:*
50 hours per week.
(*d*) *Overtime:*
Time-and-a-half rate between 50 and 60 hours. Double time rate for all time in excess of 60 hours, and on Sunday, Good Friday and Christmas Day.
(*e*) *Women Canvas Sewers—Minimum Rate:*
1s. per hour with a minimum of 7s. per day.
(*f*) *Hours:*
As per Part III, Clause (*d*).
(*g*) *Overtime:*
As per Part III, Clause (*e*).
(*h*) *Women Cleaners—Minimum Rate:*
1s. per hour with a minimum of £1 10s. per week.
(*i*) *Women Cleaners employed by the day:*
A minimum of 5s. per day, or 1s. per hour for the time worked, whichever provides the larger sum.
(*j*) *Overtime:*
As per Part III, Clause (*e*).
(*k*) *Men Vacuum or Brass Cleaners—Minimum Rate:*
1s. 6d. per hour.
(*l*) *Men Cleaners employed by the day:*
1s. 6d. per hour.
(*m*) *Special:*
The minimum rate for men not specially mentioned to be not less than 1s. 6d. per hour.
(*n*) *Hours:*
As per Part III, Clause (*d*).
(*o*) *Overtime:*
As per Part III, Clause (*e*).
(*p*) *Dressers—Minimum Rate:*
4s. per performance.
(*q*) *Maximum Time for Minimum Rate:*
Four hours per performance or part of four hours.
(*r*) *Overtime:*
Any time required in excess of four hours for any performance to be paid for at the rate of 6d. per fifteen minutes or portion thereof, combining the excess times on the performances given in any one week.

## PART XII.

### FIREMEN AND HALL-KEEPERS.

(*a*) *Minimum Rate:*
Fireman, £3 10s. per week.
Hall-keeper, £3 per week.
(*b*) *Hours:*
A maximum of 70 hours per week on the six working days.
(*c*) *Overtime:*
Double time rate for time in excess of 70 hours per week, and on the seventh day when worked.

## PART XIII.

### JUNIORS, "CALL" BOY, "BOOK" BOY OR PAGE (OF EITHER SEX).

(*a*) *Minimum Rate:*
If under 16 years of age, 50 per cent. of the scale of pay specified in the Agreement. Between 16 and 18 years of age, 75 per cent. of the said scale; 18 years of age and upwards full rate.
(*b*) *Hours and Overtime Rate:*
For day work or performance time, according to the department.

## PART XIV.

### REHEARSALS.

(*a*) *Minimum Rate:*
Any persons other than those on the regular staff required for a Rehearsal shall be paid the performance rate of the department in which he or she works.
(*b*) *Time:*
Three hours, or part thereof, to constitute a rehearsal. Any portion of an hour in excess of three (or more) hours to be reckoned as one hour.
(*c*) All time worked between 8 a.m. and 11 p.m. or 9 a.m. and 12 midnight (as the usual work-

ing day may start) to be paid the performance rate specified for the department.

(*d*) *Overtime:*

After 11 p.m. or 12 midnight, as the case may be, and on Sunday, Good Friday, Christmas Day and Bank Holiday, double time rate to be paid.

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## LIVERPOOL AWARD.

The Manchester award, as printed in the January issue, has been applied to the Liverpool Pavilion as from January 3rd, 1921.

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## LLANELLY AGREEMENT, NOV., 1920.

The following are the rates of pay and conditions of employment agreed upon between the Llanelly branch of the above Association and the management of the following houses:

### POPULAR CINEMA.

| | *Per week.* | | | | *Increase.* |
|---|---|---|---|---|---|
| *Operators:* ... | £4 | 7 | 6 | 48 hrs or less | 22/6 |
| *Assistant Operator under 21:* | 1 | 18 | 0 | ,, ,, ,, | 8/0 |
| *Assistant Operator over 21 or with two or more years' service:* ... | 3 | 5 | 0 | ,, ,, ,, | 35/- |
| *Day Staff:* ... | 3 | 0 | 0 | ,, ,, ,, | 15/- |
| *Cashier:* ... ... | 1 | 7 | 6 | 27 ,, ,, | 9/6 |
| *Attendants:* ... | | 18 | 6 | ,, ,, ,, | 5/6 |
| *Cleaners:* ... | 1 | 17 | 6 | ,, ,, ,, | 9/6 |

*Overtime:* All time worked over 48 hours and 27 hours respectively, to be paid for at the rate of 2/- per hour to be calculated on the week's work ... 1/-

### LLANELLY CINEMA.

| | | | | | |
|---|---|---|---|---|---|
| *Operators:* ... | £5 | 5 | 0 | 48 hrs or less | 40/- |
| *Assistant Operator:* ... ... | 1 | 18 | 6 | ,, ,, ,, | 8/6 |
| *Assistant Operator over 21 or with two or more years' service:* ... | 3 | 5 | 0 | ,, ,, ,, | 35/- |
| *Cashier:* ... ... | 1 | 17 | 6 | ,, ,, ,, | 9/6 |
| *Attendants:* ... | 1 | 11 | 6 | ,, ,, ,, | 6/- |
| *Cleaners:* ... | 1 | 14 | 0 | 27 ,, ,, | 9/- |

*Overtime:* All time over 48 hours to be paid for at the rate of 2/- per hour ... 1/-
Sundays, Good Friday, Christmas Day and all Bank Holidays to be paid for at the rate of Double Time.

### THE PALACE, LLANELLY.

| | | | | | |
|---|---|---|---|---|---|
| *Operators:* ... | 4 | 7 | 6 | 48 hrs or less | 22/6 |
| *Assistant Operators:* ... | 1 | 18 | 0 | ,, ,, ,, | 8/- |
| *Assistant Operators over 21, or with two or more years' service:* ... | £3 | 5 | 0 | 48 hrs. or less | 35/- |
| *Day Staff:* ... | 3 | 0 | 0 | ,, ,, ,, | 15/- |
| *Cleaners:* ... ... | 2 | 0 | 0 | 27 ,, ,, | 10/- |
| *Cashier:* ... ... | 1 | 7 | 6 | ,, ,, ,, | 9/6 |
| *Cashier:* ... ... | 1 | 0 | 0 | ,, ,, ,, | 6/- |
| *Attendants:* ... | | 18 | 6 | ,, ,, ,, | 5/6 |

*Overtime:* All time over 48 hours to be paid for at the rate of 2/- per hour ... 1/-
Sundays, Good Friday, Christmas Day and all Bank Holidays to be paid for at the rate of Double Time.

### NEW DOCK CINEMA.

| | | | | | |
|---|---|---|---|---|---|
| *Operators:* ... | 5 | 5 | 0 | 48 hrs or less | 40/- |
| *Assistant Operator under 21:* | 1 | 18 | 0 | ,, ,, ,, | 8/- |
| *Assistant Operator over 21, or with two or more years' experience:* ... | 3 | 5 | 0 | ,, ,, ,, | 35/- |
| *Day Staff:* ... | 3 | 0 | 0 | ,, ,, ,, | 15/- |
| *Cashier:* ... ... | 1 | 7 | 6 | 27 ,, ,, | 7/6 |
| *Attendants:* ... | | 18 | 6 | ,, ,, ,, | 5/6 |
| *Cleaners:* ... ... | 2 | 0 | 0 | ,, ,, ,, | 15/- |

*Overtime:* All time worked over 48 and 27 hours respectively to be paid for at the rate of 2/- per hour ... ... ... 1/-

### HIPPODROME.

| | | | | | |
|---|---|---|---|---|---|
| *Stage Manager:* | 4 | 7 | 6 | 48 hrs or less | 27/6 |
| *Day Staff:* ... | 3 | 0 | 0 | ,, ,, ,, | 15/- |
| *Stage Staff:* ... | 1 | 0 | 0 | 27 ,, ,, | 5/- |
| *Limes:* ... ... | | 14 | 0 | ,, ,, ,, | 8/- |
| *Attendants:* ... | | 18 | 6 | ,, ,, ,, | 5/6 |
| *Cashiers:* ... ... | 1 | 0 | 0 | ,, ,, ,, | 6/- |
| *Cleaners:* ... ... | 1 | 5 | 0 | ,, ,, ,, | 9/- |

*Overtime:* All time worked over 27 and 48 hours respectively to be paid for at the rate of 2/- per hour ... ... ... 1/-

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## SCOTTISH AGREEMENT.

Arrived at on October 5th, 1920, Between the Scottish Managers' Association and the National Association of Theatrical Employees in Scotland, covered by the Scottish Managers' Association.

*Representing Managers.*
MR. R. N. ANDERSON.
MR. CROSSLEY TAYLOR.
MR. FRED COLLINS.

*Representing N.A.T.E.*
MR. FRANK KELLY.
MR. ROBERT HAY.
MR. JOHN CARLIN.

### NO. 1 THEATRES:

| | | | |
|---|---|---|---|
| *Heads of Departments*: Stage Manager, Stage Carpenter, Electrician, Property Master, Bar Manager: | £4 | 15 | 0 |
| Bill Inspector: | 3 | 10 | 0 |
| Head Cellarman: | 3 | 12 | 0 |

Working week: 54 hours.

*Overtime*: Time and half week days. Double time Sundays.

| | | | |
|---|---|---|---|
| *Day Staff*: Billers and General Workers: | £3 | 5 | 0 |
| Hall-keeper and Night Watchman: | 3 | 5 | 0 |

Managers to recommend that all theatres close in the afternoon so as to give all these men some time off for leisure.

Working Week: 54 hours.

*Overtime*: Time and half week-days. Double time Sundays.

| | | | |
|---|---|---|---|
| Cleaners: | £1 | 7 | 6 |
| Head Cleaner: | 1 | 10 | 6 |

Working week of 30 hours.

*Overtime*: 1/3 per hour over 30, week days.
2/- per hour for Sundays.

| | | | |
|---|---|---|---|
| *Box Office—Chief*: | £2 | 15 | 0 |
| Assistant; Telephone Operators | 2 | 0 | 0 |

Working week of 54 hours.

*Overtime*: Time and half, week days.

*Night Staff*: Stage Hands, Flys, Props, Attendants, Checkers, Limes, Barmen, Barmaids, Dressers, Supers, Ushers, Programme Sellers, Waitresses, Cloak-room Attendants. all adult night workers, per night and per matinée, 3/6.

*Juvenile Labour*: Between 14 years of age and 16 years, 50 per cent. of adult wage.
Between 16 years of age and 18 years, 75 per cent. of adult wage.
Over 18 years of age, adult wages to be paid.

*General*: Putting out on Saturday after the show: 3s. per hour. Striking and Setting, 9d. extra.
1st Wingmen and Flymen, 6d. extra per night and matinée. Head Dresser, retaining fee, 10/6 per week. Head Usher: per night and per matinée, 6d. extra.

*Women*: Equal wages for equal work.
Barmen and Barmaids:
To be finished and money paid in half an hour after close of bars.

*Casual Workers*: A minimum of three hours per day.

### NO. 2 THEATRES:

Same as No. 1 Theatres in working hours, overtime and Sunday work.

| | | | |
|---|---|---|---|
| Head of Department. Working week 54 hours | £3 | 15 | 0 |
| Head Cellarman | 3 | 12 | 0 |
| Bill Inspector | £3 | 10 | 0 |
| Head Cleaner | 1 | 8 | 0 |
| Cleaner | 1 | 5 | 0 |
| Hall-keeper | 3 | 0 | 0 |
| Day Staff | 3 | 0 | 0 |
| Night Staff | | 3 | 0 |

Juvenile Labour, same as No. 1 Theatres.
Box Office. Deferred.
Bar Manager. Deferred.

A Sub-Committee will be set up owing to so many matters being deferred. The representatives had not the time at their disposal, and it is hoped that the Committee will meet without undue delay.

All conditions applicable to No. 1 Theatres apply to No. 2 except wages.

## *Stage Whispers.*

Ask the stage staff of the Theatre Royal, Brighton, if they want "Chu Chin Chow" back again, and why are they so lavish with their money?

* * * *

And if one of the principal male staff could afford the threepenny piece he gave to one of the staff for three weeks' running about for him.

* * * *

Who were those naughty delegates in London last month (January) who attempted to approach so high and exalted a personage as one of our E.C. members from the Midlands, in a way so as to place his dignity as between a Nag's Head and "Cheshire" cheese?

* * * *

In future the organizing culprits will do well to remember what it means to be an E.C. member—a man that splutters—I mean matters.

## *London Branch's Annual Meeting.*

The combined annual meeting of London branch members will be held on March 6th, particulars of which will be announced later. All nominations of candidates for office, including the London District Committee, must be received by the General Secretary at the registered office not later than February 28th, as per Rule 18, Clause 5. No member more than eight weeks in arrears may hold office, attend, or vote at, the annual meeting (Rule 13, Clause 1). Candidates for office must be financial members at the date of proposal and election, must have been members for the preceding twelve months, and may not hold more than one office. (Rule 16, Clause 3.)

## *Can the Industry stand it?*

Can employers in the London Variety and Suburban Houses afford to pay the increased rates to our members? The question, in my opinion, is quite a proper one, which we should be prepared to answer; but not because whether they can afford to pay out of their present profits, but whether they can afford to pay out of their past profits.

The most extraordinary thing is, I have failed to find any employer in the Entertainment Industry who has had the courage to admit that he was making any profits. I have met in a round table conference with the West End Managers' Association; and the Entertainment Protection Association and the Cinematograph Exhibitors' Association, and they all cried "Wolf." I remember the words of a well-known employer in the entertainment industry, with whom I had an interview with reference to putting into operation an agreement for rates of pay and working conditions in cinemas. The argument put forward by him was that, if the agreement was put into operation, it would be impossible to pay his shareholders their 15 per cent. dividend. This shows the necessity of a united front and strong organization to back our members, so as to be prepared when the exploiter comes along in the form of a Shylock to extract his pound of flesh.

Now let us take the London Variety and Suburban Halls. The wages at present being paid to the stage manager are £4 5s. for a 57 hour week. Stage hands, etc., £3 1s. for a 57 hour week. These scandalous wages and long hours mean that our members are subsidizing the business of their employers to meet the high salaries now being paid to the stars. Though our members do not top the bill, I claim that from the cleaner up to the stage manager, they are just as much artistes as those whose names appear on the bill, and in their daily duties help to bring the revenue to the box office. The play would be no good without the artistes, neither would the artistes be any good without the workers who assist them.

I should like employers to show me where wages have gone up equivalent to the prices of admission. In many places the prices of admission have gone up 300 per cent.

C. B. F.

## *Sunday Theatres & Trade Unionism.*

Truly the great G.B.S. is wonderful. Yet he always was, with men like Foote, Belloc, Hyndman and Blatchford as his boon companions.

Would that every Trade Unionist could take his words to heart:—"As a profit receiver I am in favour of Sunday opening. If I were a profit producer I should be opposed to it."

The latter is the vital point for us, engaged as we are in the theatre world. With six days' labour we receive subsistence wages. Competition would soon make for all engaged in the industry (actors, musicians, attendants, etc.) the seven days' labour provide the necessities which formerly were received for six. However strong the industrial organization is, the economic law will prevail, viz., *under modern conditions wages always tend to subsistence level.* It is therefore the function of those unions to nip this Sunday stunt in the bud. Like most evil things taken hold of in its infancy, it can be crushed; if allowed to grow, it will crush us.

All Unions in our industry must, therefore, be on the watch tower, presenting a united front, no matter what our petty differences may be, to the common enemy. Let us see that even the old conservative ideas peculiar to the artificial atmosphere of the theatre can give place to the new, the vigorous outlook of the rising tide of labour. In sections our efforts are peurile, but together—altogether—nothing can stop the onward march of the toilers. Real life consists of enjoyments, physical and mental, with abundant leisure to enjoy the good things of life. Seven days' labour out of seven means slavery of the worst type, worse than the feudal system, without its clean pleasures as a counterpoise. Get together, wipe out all differences, rally each and every one high and low to repel this new onslaught on our few remaining liberties, rest not any man till this and more is accomplished—the addition of even more advantages.

(Manchester). W. KEVILL.

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BARRY.—The staffs of the Theatre Royal (stage and front of house) had an enjoyable supper and social party on the theatre stage on January 7th, by the kind permission of Mr. Watson, manager. Among the visitors was Mr. Gilly, local manager of Vint's Palace. During the evening reference was made by Mr. Watson to the amicable relationship that exists between himself, as manager, and his staff. The presence of these managers at this gathering show that we work in harmony with each other. The arrangements were excellently carried out by Mr. Perks, stage manager, to whom our thanks are due. Mr. V. Sylvester presided at the piano. Our first annual meeting will be held on March 6th, when it is hoped that all members, without exception, will attend and do their bit.

# Editorial Notes.

*The N.A.T.E. JOURNAL* is the official organ of the National Association of Theatrical Employees, and is conducted by the Executive Committee of the Union.

*All communications should be plainly written on one side of the paper only, must deal with subjects of general interest, and must bear the writer's signature, name of branch, and national number. Copy must be sent to the N.A.T.E. Offices, 29-31, Portugal Street, London, W.C. 2, clearly marked "Journal," before the first day of the month of issue.*

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Touring members will be supplied with copies if they will keep us advised of their movements.

We have received a circular from the Scottish Labour College intimating that the second session opens on February 7th. The first session was attended by students from the Lanarkshire, Fifeshire, Kinross and Clackmannan miners' unions, and from the Toolmakers and Machinists' Union. We wish the college well, and regret that our Union cannot afford to send a Scottish member as a student. It is still as true as ever that the chief obstacle to the growth of the Labour movement is the labourer himself. It is the worker who cannot see farther than his own nose; the well-educated employer usually manages to see around the corner. We note with profound regret that the Trade Union world is getting commercialized. At the present time there exists a policy of grab for new members, regardless of any efforts to educate them into the spirit of trade union principles. Education is the remedy, and not merely education by books, but by experience of how the other half of the world lives, and by service for our fellow members in the movement.

At the public debate on Sunday opening of theatres, Mr. Shaw scored in his usual brilliant manner, on the point of view of those who have to work for a living, when he said there was no compulsion on anybody to work in a theatre on Saturday or Friday. Anybody in a theatre could take any day off; the only thing that happened was that they got the sack if they did! This is in the *Daily Telegraph* report, and we notice that this paper gives the most impartial news of any London daily. The E.C.'s strike circular of Christmas week was reproduced in full in the *Telegraph,* while the next best paper from our point of view, *The Times,* barely referred to it.

* * * *

Among the refreshing fruit of the past month, none has whetted our appetite so much as the story of the member's excuse for being absent from a meeting. Already in receipt of a living wage from his day work, he spends his nights in the theatres. His reason for being unable to give a little time to the Union on Sundays is that he performs the useful function of organ-blower, thereby adding to his already sufficient income. Like Queen Elizabeth, we say, "God may forgive you, but we never shall!"

* * * *

Our branch at Southend-on-Sea has a fine spirit of comradeship, if their benevolent fund counts for anything. The stewards draw their commission, but return it for benevolent purposes. The result is that more than £10 is available to help unfortunate members over a rainy day. Similar feeling is abroad at Middlesbrough, where the branch members have had a social club running for some time past. These things all help to strengthen the spirit of friendship, and more good is likely to come out of such branches than where the members eternally quarrel over such trifling matters as wanting to split into two sections. While they are settling that, the employer is splitting their organization.

* * * *

The annual report of the V.A.F. is satisfactory, but the comments of some of its members at the annual meeting are far from being so. There was, for instance, the old grumble about increased staff. Will members of trade unions never realize that their office staffs have to be paid, and paid the rates laid down by the Clerks' Union? One's own house must be put in order before stones are thrown at other people's windows. We understand that the head offices of the N.O.U.P.M. and A.M.U. are not staffed by members of the N.U.C. Is it true?

We have received the *British Trades Union Review,* issued by the T.U.C. Parliamentary Committee. While welcoming any addition to Labour literature, we must say that we regret over-lapping. The *Review* appears to cover similar ground to that surveyed in the Labour Research Department's *Bulletin* and the Labour Party's *Notes.* Scores of Unions run an official organ, but the 1,300 unions and their combined membership of 8,000,000, at the end of 1919, have not yet learned to support *The Daily Herald,* which is *the* Labour daily.

* * * *

Applications for membership during the month of January totalled 536. New branches have been established or old ones restarted at Derby, Kilmarnock, Swansea and Bishop Auckland. Our membership now is double what it was in 1918, and if every member makes only one new member during this year we shall begin to feel our feet.

## *The Cinema Operator.*

II.

Since my last report I have visited Leicester, Nottingham and Nuneaton and have had many discussions with operators in these towns. They, like the London operators, are somewhat mystified as to their actual position in reference to their real craftsmanship. There is not the least doubt in my mind as to their real position and ability, and I will endeavour to explain below the real facts of an operator's qualifications.

Their duties are of a fourfold nature and not exclusively confined to one particular craftsmanship. To be a skilled operator it is necessary for him to be in possession of a fair knowledge of four different crafts, viz., engineering, electricity, optics and films. This being so proves conclusively that they are not legitimately entitled to belong to either of those associations that cover the respective sections of their abilities, but should be a skilled body separate from any of these craft organizations, and a branch of the Association that caters for the industry in which they work, if they wish to be effective in their movement in the future. A temporary success of one section will not bring about this object, and until they realize as a body and organize as such in the Association most directly concerned in their movement, they have no possible chance of success to the fullest satisfaction of all concerned. In conclusion, I, as an old operator with their interest nearest at heart, again appeal to all operators to use their thinking powers and act in accordance with them in conjunction with the real objects of trade unionism. A. W. M.

## *The Women's Column.*

War has been declared! What! you say, War? Yes, WAR. War upon the workers by the "All Highest," the Capitalist. Do you remember how, in 1914, war was declared on us by another country, how it was said that we were unprepared to meet the enemy; we had not enough trained soldiers; not enough guns or ammunition, and so we were found lacking and, in consequence, lost many thousands of our brave men, aye—and women, through the unpreparedness.

Now I want you to think about this and apply it to your own state at the present time. Are *you* prepared to meet the enemy? If not, get prepared, for surely he is not far from you now, and he means to *fight.* Your officers are prepared to go out to meet him, but they need the support and backing of their soldiers. I have no doubt many of you came forward and did your "bit" during the black years that have just passed, in order that your country might be saved from the invader—in order to free your brothers, and husbands and sweethearts for a more strenuous service than you were able to give; so come forward now; show your officers that you are made of just the same material as you were then. Put your shoulders to the wheel and help us to fight the demon capitalism, which is out to crush you and grind you beneath its heel.

Last month I wrote urging you to abide by the principles of Trade Unionism. This month I ask every sister member of the organization to use her utmost endeavours, and those powers of persuasion that most women possess, to get at least one other woman to become a member before the month of February is out. What a mighty force we should have if every man and woman who had to earn their living were a trade unionist. We should have no trouble then in getting a wage which would enable us to live lives more becoming to the dignity of the workers than has been the case in the past, or is the case at the present. Do your best and let us have one extra member this month for each woman member of our organization, and, while you are about it, see that you make a thorough convert, not a half-hearted one; but one who is prepared to come in, not only for her own good, but for the purpose of helping others as well as herself.

J. K.

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Tripe was an obvious companion to one of our general officers at the recent E.T.U. conference. Perhaps that is why the remarks were so slippery.

## *South Wales and W. England D.C.*

At last our wish that a council should be established for the above area has been successful, and on January 23rd the council was formed under very favourable auspices and with a general desire to make good the speeches of the delegates and officers on that occasion. After being introduced to the delegates, the General Secretary briefly addressed the meeting and then vacated the chair in favour of Bro. Howell (Swansea), who was unanimously elected chairman of the Council, T. J. O'Brien, secretary, and E. G. Verrinder (Bristol) treasurer. The rules governing district council meetings were read by the chairman and a general discussion followed, taken part in by nearly all present. It was agreed to hold district council meetings in any part of the area wherever assistance and help were most needed, and I am sure that the decision of the new council to make a movable meeting of the district council instead of fixing one town, is going to have a very beneficial effect on the whole of the area. Our meeting finished at 2.20 and at 2.30 we were booked to address a mass meeting in the Cory Hall. Mr. E. James (Amalgamated Society of Wood Workers) presided over a fairly large audience composed of both sexes, and in a brief speech welcomed the officers and visitors to Cardiff. He was followed by Bros. White, O'Brien and the General Secretary, who gave a practical illustration of the advantages offered to its members by joining the N.A.T.E. and showing the wage scale they had obtained for Cardiff and Newport. Forms were passed round and a number of those present filled them up. Votes of thanks to the chairman brought to a close a very interesting and successful meeting. I am firmly of the opinion that movable district council meetings will stimulate the interest and promote a friendly rivalry among the members to be obtained from the different places, where it is hoped to either establish new branches or to strengthen and consolidate those already in existence. Wales seems very keen. It is up to the West of England to do likewise. I am hoping that in time our area will compare very favourably with any in the Association.

H. C. White.
(Bristol).

## *Financial Secretary's Notes.*

The statement of accounts issued to each branch has caused much correspondence, some of which was unnecessary. Secretaries appear to have overlooked the fact that unsettled balances from previous years are carried forward as a debt against the branch. It is an easy way out of the difficulty to plead ignorance of the previous secretary's transactions, but the liability is on the branch as a whole, not on the individual officials. Were it otherwise, there could be no permanence in our organization. The members would kick at the announcement that, owing to changes in general secretaries, the national accounts could not be settled. A registered Trade Union is bound by law to send an annual return to the Registrar of Friendly Societies, and this has to include the transactions of all its branches. Now, our branch accounts are of the simplest description, are run on a cash basis, and should be grasped by any member of ordinary intelligence in half-an-hour. Every other union seems to be able to manage its financial business, sometimes of a complicated nature, and why our branches cannot is one of the seven wonders of mankind. If members do not get their branch accounts submitted regularly, it is their duty to ask for them at meetings, and to criticize the expenditure when they do get them. That is the only effective check—by the rank and file.

* * * *

One of our London stewards has raised three interesting questions, the first of which is that of blacklisting members in arrears. This would involve a special issue of the Journal and would create an unfavourable impression on non-members, as our paper is being used as propaganda by our organizers in the provinces. It is up to the financial members to make the non-financial people toe the line. The C.O. puts up the bar to complaints from members in arrears and generally endeavours to give preference to paid-up cards. It would not be quite fair to blacklist people in arrears, because they might be normally good payers and workers suffering from trade depression results.

* * * *

The second question is easily settled. Clause 3 of Rule 12 refers to the Union's Sickness Section. An extra 3d. per week not only insures death benefits in the funeral section, but sickness benefit of 10s. per week for six weeks and 5s. per week for the next six weeks as well. The term "Sickness" is usually meant to cover accidents, if the accident means that a member comes under the doctor's care.

* * * *

The third point is concerned with what other unions do for 6d. per week. Part of that is purely a question of membership; 60,000 members produce an income which gives a greater net result than that from 10,000 members. The difference in bank interest alone would permit of an addition to the staff. Money makes money! Most Unions have "quarterage" fees or regular branch levies which bring their contributions up considerably. The E.T.U. rate is nominally 8s. 8d. per quarter. With levies, etc., it usually works out at half-a-guinea. Our 6d. a week is absolutely inclusive; members are not asked nor required to put their hands in their pockets beyond that.

* * * *

In the returns of newly-elected branch officers, it is noted that the positions of B.S. and B.T. are in some cases combined. This practice is contrary to Clause 2 of Rule 16, and the B.T. cannot properly check the money side of branch affairs if he is B.S. as well. One man—one job; and everybody at a job.

## *Answers to Correspondents.*

A.B. (London).—No! The G.S. never said so. What he did say on that occasion cannot be repeated. At least, not in print.

C.D. (Manchester).—We think not. He was last seen outside the Alhambra in Leicester Square, singing "Woodman, spare that fly."

E.F. (Leeds).—Certainly not. You needn't pay up your arrears. Rejoin for three bob; it's cheaper and meaner.

G.H. (Liverpool).—Thanks for the compliment. It quite raises our hair, of which the first issue of this journal has left little.

I.J. (Glasgow).—No, she is not dead, far from it. Merely resigned. Edinburgh has produced another to keep the pot boiling.

K.L. (Sheffield).—Serves you right for not being at their meeting. Of course they'll pinch your members if you don't get there first.

M.N. (Portsmouth).—Nothing like sinking your differences, but you might have informed the G.S. first, not left him to find it in a trade paper.

O.P. (Brighton).—We should have refused 3d. Tipping is degrading. Perhaps he never gave less, and could not afford more.

R.S. (No. 5).—Your information is incorrect. The Prince did not say "I shall be grateful to Sir Terence if he will forward me a form of application for honorary membership!" It costs £1 1s. per annum.

T.U. (Picture Theatres).—Sorry your increase isn't through. If all your members are in arrears, why should we fight for them?

V.W. (Touring).—Couldn't get stamps there? Well, if all your crowd did their duty we should have a branch everywhere and also save money on organizers.

X.Y.Z. (c/o C.O.).—Yes. It is awful rot, isn't it? We wonder who wrote it. (The reader is left wondering.)

## *Correspondence.*

Allow me to offer you my congratulations on the first issue of the N.A.T.E. Journal. Now I think it is up to our stewards to try and help the Union to make it a complete success. May I suggest that our General Secretary should form some scheme whereby the stewards could send in a monthly report of the doings of their respective theatre; for instance, we at Theatre Royal do not know what is taking place at the Lyric, Hammersmith, Stratford Empire does not know what is taking place at the Coliseum, nor the Borough Theatre know the doings of Drury Lane, etc.

Then, may I suggest that our Financial Secretary should publish the name and card number of each non-financial member and the theatre he is working at. If a member is non-financial through being out of work he can always appeal to our Benevolent Fund and get his card cleared up if he has a straight case.

I should like to ask if we have enough funds in the Society that, when a member meets with an accident and is unable to attend his day and night employment, if, on producing a medical certificate we could allow him 10s. per week for four weeks, as the Society gives no unemployment pay. Other Unions on 6d. per week do so. It would counter-balance that as I fully realize the difficulty of the unemployment problem between time and part-time employment.

S. J. Merritt.
Theatre Royal, Stratford.

[The G.S. need not formulate a scheme for stewards' reports. It is open to any steward in the London area to imitate Bro. Merritt's example—have something to say; say it, then stop. The F.S. deals with the other matters elsewhere.]

### VARIETY MEMBERS' MEETING.

Words cannot convey my feelings, at the apathy shown by the members, by their non-attendance at the above meeting. Taking into consideration the important question that should have been decided at that meeting, it seems to me that the members as a whole fail to recognize the fact that their responsibilities do not end with the payment of their contributions. We want their support at every meeting (irrespective of section).

The vital question applicable to one section this week may be the question for discussion by another section next week. Think again, how disheartening it must be for our officials to preside at such poorly attended meetings. It seems to imply that we are satisfied with our lot. Ask yourselves (fellow members) the question "Are you?"

Take more interest in your organization and its work. Come in your thousands and thus show that you appreciate the efforts made on your behalf.

Whilst on the question of officials, I think it just as well to point out that some of our officials (committee) are very lax in their attendance at these meetings. The old saying never dies. "Better late than never," as one of our officials was heard to remark, when he alighted from the taxi.

J. Atterton (General Treasurer).
January 15th, 1921.

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At the request of many of the London and Suburban stewards, I take this opportunity of answering the letter by Bro. Merritt, published in the last issue. He states that the rumour one generally hears in the provinces is, that "the N.A.T.E. is a Union for West End Theatres only." Before I proceed further, I wish to point out that the N.A.T.E. is like any other Union. It is precisely what the members make it. Then he asks, "Does the action our officials have taken justify that statement?" I will answer that emphatically, No. (See the General Secretary's notes in last issue.)

On the reference to the general meeting held at the Holborn Empire, I presume that was our learned Brother's first meeting; otherwise he would have known long before the increased contribution came about that I was one, while working at the Putney Hippodrome, who strongly advocated a standardization campaign; not only for the Metropolitan area, but a programme that would extend from John-o'-Groats to Land's End and from King's Lynn to Connemara. That is about two years ago. Our provincial branches will bear me out in this statement. It was not only *advocated* by me; I went further. I got the Executive Council to agree to it. When it was finally approved by the Executive Council, it was circulated amongst the branches for their views on the matter; so Bro. Merritt will quickly see that a programme was not about to be launched as he states.

He refers to a meeting that was called of all the stewards in the Metropolitan area to form a programme, and then for some inexplicable reason he complains that he has not got a mandate from the members. Why was this? If I had been a steward and had received a notice from the central office, and the business of the meeting was what Bro. Merritt states it was, the first thing I should have done would have been to immediately consult with my brother and sister members at the house where I was working, to acquaint them with the nature of the letter, and have asked them their opinions thereon. If that course had been adopted, there would have been no possibility of its being a "wash out."

The charge against the general officers and E.C. amounts to this. That the E.C. wanted to take the stewards into their confidence, as the stewards are with the members and work with them, and that being so they obviously should have some knowledge of what the members are thinking.

Now I come to the Palace meeting. I will agree that the 3,000 at that meeting were strongly in favour, that the programme as propounded at that meeting was a good one and was unanimously agreed. Now the real business commences. The Managers' Association are divided into four; just as the Labour organization of our industry is divided into four—more's the pity!

1. The Society of West End Theatre Managers.
2. The Theatrical Managers' Association.
3. Entertainment Protection Association.
4. Independent Variety Managers' Association.

After your officials had received instructions at the Palace meeting, all the Managerial Associations were given notice on the following Monday. Now, although we were very desirous that our claim for the whole of the Metropolitan area should be heard at the same time, the managers' side were not of that opinion. Each Association on the managers' side denied the right of the other Managers' Associations to interfere with their own domestic policy, just as we would deny the right, say, of the Actors' Association or the Amalgamated Musicians' Union to interfere with our domestic policy. I think that Bro. Merritt will concede this point.

The West End Theatre Managers met us first. The result of our many meetings will be found in this issue. The other Associations have not yet met us up to the time of writing. I am sincerely trusting I have made the position clear to all concerned.

Just a word in conclusion. I am one of those who welcome healthy criticisms, because I believe the intentions to be good and for the benefit of the N.A.T.E. as a whole; but I strongly advise all budding writers to get hold of the facts first, before they commit themselves to (I was going to say "Johnny Walker" but I mean) "Black and White."

TERENCE CANNON (General Secretary.)

## *Organizers' Reports.*

Great pleasure seems to be evinced in the publication of the N.A.T.E. JOURNAL in the various branches I have visited. It is generally agreed that the paper will be a source of interest and encouragement to all members. During the month I can report progress on our efforts to increase membership, consolidate branches, and get better remuneration and conditions for some of our members. In Derby, where we have not a branch, I visited the whole of the places of amusement and on the Sunday had a mass meeting of employees. Councillor Goodman, the Vice-President of the Trades Council, kindly occupied the chair, and Mr. Holmes, secretary of the Musicians' Union, also attended; each gave a racy address. After I had spoken, the employees present were asked if they were in favour of a branch being formed, when every hand went up, but they decided to adjourn the meeting for a fortnight so that a further endeavour might be made to get the whole of the employees to join *en masse*. Councillor Goodman and Mr. Holmes again promised to be present, and we are looking forward to a good gathering. I have also visited Wigan and Bolton, meeting Managers at both places re advances of wages to employees in these towns, with very successful results in each place. I paid another visit to the Burnley branch, where some of the managers are not paying the district rate, and hope to come to a satisfactory settlement shortly. I would appeal to all members to exercise patience in their desire for our attendance at their branch meetings and to remember that there is only one Sunday in the week; as it is practically impossible to get meetings on any other day, we are unable to visit as often as we should like.

G. MITCHELL (Lancs. & Ches.)

Since last August, four branches have been formed in this area, viz., Cardiff, Newport, Swansea and Merthyr. Three mass meetings have taken place at Bristol, Cardiff and Merthyr. Mr. Cannon was present at the Cardiff meeting, after taking through a wage award, in company with myself and Mr. Hunt the Cardiff Secretary, for Cardiff, Newport and Swansea.

I have personally conducted wage awards at Barry and Llanelly, and it is most pleasing to find the members in towns where we are organized are doing all in their power to enrol non-members into the Association.

Now that we really have commenced our organizing campaign, I hope, and I am not alone in my desires, that we can raise our Association to a level, in members, finance and spirit, with any other association in the Trade Union movement; confident as I am that we have within our ranks the right stuff to enable us to achieve the ends for which we aim.

T. O'BRIEN.
(S. Wales & W. England.)

I have just returned from a visit to the provinces. My first visit being Leicester, where I am pleased to state that a strong trade union spirit exists among the members. This branch has only been established for twelve months, but thanks to the efficient work of the secretary, Bro. Peutrill, supported by his officers and committee, the members have been successful in establishing a very strong branch of the Association, and my reception by them on the occasion of my visit will be remembered as long as I am connected with the movement. I then proceeded to Nottingham, where a similar feeling exists among the members, but unfortunately I am of the opinion that sufficient energy and interest has not been shown by those to whom the members look for guidance. I hope, however, that the election of officers on Sunday, February 13th, will be instrumental in putting things in Nottingham on a stronger footing, and I appeal to all officers and members to pull together and help to put their branches on a stronger footing than ever before.

A. W. MUIR (London).

## *Touring Members Beware!*

The *Actor* (the official organ of the Actors' Association) for January 29th, publishes a warning against a person named Leslie Iles, *alias* Russell Vaughan, manager of "Pink-a-poo," "Pretty Babetta," and "Smouldering Fires" companies.

We repeat this information, as some of our own members have besought the Union's assistance over the "Pink-a-poo" Company. The General Secretary will always advise travelling members as to contracts if the documents are sent to the central office.

## Branch Reports.

*(Secretaries are requested to make their reports as brief as possible. Lists of officers, etc., cannot be inserted.)*

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BLACKBURN.—All monetary grants to officers of this branch are suspended for this quarter, in order that the branch funds may get a substantial hold.

HUDDERSFIELD.—Headquarters at Zetland Hotel, Ramsden Street. Meetings held every second Sunday in the month, subject to alteration for special meetings.

BRIGHTON.—We have had an exciting time with Harry Day's "Patches" owing to them not paying the stage staff of the Hippodrome a fair rate for getting out their scenery on the Saturday night. It looked as if they had to get it out themselves but arrangements were made to carry out and load it up. Mr. Perry could not see paying the staff to take his stuff to the station, but got the carters to do that and he had to pay them as much as if he paid our own men, so a scheme is on foot to frame a scale for the Brighton theatres for carrying out of scenery. A start has been made at the Brighton Hippodrome, and if the touring companies do not like paying, as they will see the scale of charges in the manager's offices, they must get their own scenery out. The following rates are for the Brighton Hippodrome:

| Including Station. | | | | | No Station. | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 1 | load | £1 | 5 | 0 | 1 | load | | 18 | 0 |
| 2 | ,, | 2 | 5 | 0 | 2 | ,, | 1 | 14 | 0 |
| 3 | ,, | 3 | 2 | 6 | 3 | ,, | 2 | 9 | 0 |
| 4 | ,, | 4 | 0 | 0 | 4 | ,, | 3 | 3 | 0 |
| 5 | ,, | 5 | 0 | 0 | 5 | ,, | 3 | 17 | 0 |
| 6 | ,, | 6 | 0 | 0 | 6 | ,, | 4 | 11 | 0 |
| 7 | ,, | 7 | 0 | 0 | 7 | ,, | 5 | 5 | 0 |
| 8 | ,, | 7 | 10 | 0 | 8 | ,, | 5 | 19 | 0 |

BRISTOL.—A special meeting was held at the Kingsley Hall, Old Market Street, on Sunday evening at 6.30 p.m. Over fifty members braved the elements to hear our new organizer, Bro. T. J. O'Brien. His speech, which was a well-reasoned and thoughtful one, on the general aims and objects of Trade Unionism and of our own particular industry—the entertainment world—gave great satisfaction to our members, who at its close gave him a very hearty vote of thanks coupled with the hope that he would soon come to Bristol again. With our own organizer and the formation of a district council for the area, it is hoped that the men and women of Bristol (who are popularly supposed to sleep with one eye opened) will wake up to their responsibilities and duties to each other, and make this old city of ours with its historic past, one of the best and most vigorous centres of organization in the entertainment world under the auspices of the N.A.T.E. Organize! Organize! Organize! must be our watchford for 1921.

LIVERPOOL.—On and after January 9th, 1921, the following rates will be charged for getting scenery out of theatres after show:

| | | | | | | | each. |
|---|---|---|---|---|---|---|---|
| 1 or 2 | wagons, | 4 | men | with a | minimum | of | 9/- |
| 3 | ,, | 6 | ,, | ,, | ,, | ,, | 9/- |
| 4 | ,, | 8 | ,, | ,, | ,, | ,, | 9/- |
| 5 | ,, | 10 | ,, | ,, | ,, | ,, | 9/- |

Any get-out in excess of two-and-half hours to be paid double time. Any employee assisting an artiste during his or her performance, to be paid at the rate of 1/- per show.

CARDIFF.—This branch was reorganized in September, 1920, and experienced a few stormy months at the start, but through the persevering efforts of T. O'Brien, organizer for South Wales and West of England, we are beginning to see the light. We thank the G.S. on behalf of the staff of the Cardiff Empire for the skilful way he put our wage claim before Moss Empires Ltd. The branch had the honour to have the first district council held at Cardiff for the S. Wales and W. of England area. An organizing meeting was held on January 23rd, the Chairman, Mr. Williams of the Trades and Labour Council, addressed the meeting on the subject of organized labour. Mr. Cannon, G.S. of the N.A.T.E., also addressed the meeting, coupled with the appeal of T. White, E.C. member for the area, and T. O'Brien. The appeal did not fall on deaf ears, we got about thirty new members and they are still coming in. My first attempt at organizing was a failure! I tried it on a cinema manager in mistake for an attendant. The conditions in Cardiff are bad for female, as well as male, attendants. In one case, the female attendants work between 50 and 60 hours a week for 15s. a week and are afraid they will lose their job if they join us. It is time that was stopped. With the help of the N.A.T.E., we will have a try.

LEICESTER.—The branch was formed in the early part of 1919, by the staffs of the Palace Theatre, and Floral Hall, closely followed by the Theatre Royal, High Street Cinema and Opera House. Since then, Leicester has made rapid progress, and has good prospects of further increasing its membership. Bro. Muir's recent visit to Leicester was in every way a success, close upon forty new members being enrolled. Sunday evening, January 17th, a massed meeting was held at headquarters, White Lion Hotel, Bro. Fern in the chair, before a good attendance of members. Bro. Muir addressed the meeting chiefly upon the great need for organizing. It was greatly appreciated. A further visit in the near future is being looked forward to.

**Llanelly** is a small branch of about fifty-five members who are in spirit and conditions equal to any branch of four times its size. All our agreements have been taken through without seeking the aid of head office or any local body, therefore exhibiting the amicability that exists between the branch and the various managers.

**Southend.**—A meeting was held at the Labour Hall, on January 30th, to discuss the shocking conditions now prevailing at the Southend Hippodrome, with regard to rates of pay and working conditions. It was stated by several of the day staff that they were working 67 hours per week for £2. Also a woman employed part time (30 hours), 5s. per week. Cleaners, 40 hours, £1 per week. I wonder how many of the public would pay for admission to the Southend Hippodrome if they knew the existing conditions under which the staff are working. Correspondence was read, wherein the managers had been approached and had refused point blank to discuss any increases. Our members are naturally very much surprised at the attitude taken up by their employers; in view of the cost of living, and more particularly having in view the fact that the prices in Southend are notoriously higher than in most other places of a similar character.

## *LIST OF ORGANIZERS AND BRANCH SECRETARIES :*

### LONDON

*Organizers :* C. B. Finley ; A. W. Muir ; H. J. Kemp ; P. Sharp.
*D.C. Secretary :*

| | |
|---|---|
| Carpenters | C. Morris, 80, Bonnington Square, Vauxhall, S.W. |
| Cinema | Central Office. |
| General Staff | Central Office. |
| Heads of Departments | Central Office. |
| N.A.C.O. | Central Office. |
| Scenic Artists' Assistants | Central Office. |
| Stage Staff | Central Office. |
| Touring | Central Office |

### LANCASHIRE AND CHESHIRE

*Organizers :* G. Mitchell (Blackpool) ; T. Derbyshire (Manchester) ;
T. Wilson, 13, Albert Edward Road, Kensington, Liverpool.
*D.C. Secretary :* G. Mitchell (Blackpool).

| | |
|---|---|
| Ashton-under-Lyne | J. Hardman, 78, Astley Street, Dukinfield. |
| Barrow-in-Furness | J. Bell, 44, Derry Street. |
| Blackpool | G. Mitchell, 48, Adelaide Street. |
| Burnley | J. Bell, 31, John Street, Nelson, Lancs. |
| Bolton | E. S. Allsebrook, 19, Brinks Place, off Chorley Street. |
| Blackburn | C. T. Swithenbank, 20, Brookfields Street. |
| Liverpool | J. James, 42, Fairfield Street. |
| Manchester | T. H. Derbyshire, 12, East Street, Lower Mosley Street. |
| Hanley | G. Docksey, 76, Boundary Street. |
| Oldham | L. Graydon, 14, Charter Street. |
| Preston | J. Wilson, 9, Vauxhall Road. |
| Rochdale | J. Law, 29, Ashfield Road. |
| Southport | H. Johnson, 11, Mosley Street. |
| Warrington | W. Cook, 71, Orford Street. |
| Workington and Whitehaven | E. Lowther, 43, Edkin Street. |
| Wigan | T. Tomlinson, 8, Gilroy Street. |

## *Peeping Through the Window.*

One often hears questions such as this: "Why should I join a Trade Union?" The questioner often makes statements at random, such as, "A Trade Union is only an institution to provide soft jobs for agitators." The employer, as a rule, assists the anti-Trade Unionist in this form of propaganda, by such ways as intimidating the good Trade Unionists, by using the Press against them (which the employers very often control) and other sinister methods, for which he pays hirelings to deputize for him as against the Trade Union employees. How does the employer view his employees? As human beings? He looks on his employees as so much raw material, and the employee's labour power is itemized in the cost of production. The only difference between the labour power of the employee from the employer's point of view, is that when he is buying, say, timber, or canvas, the timber is measured by the foot, the canvas by the yard, and the labour power by the clock. That is to say, he pays the employee so much per hour. In other words—a maximum working week with the minimum rate of pay. "That is all right," says the anti-Trade Unionist, "I quite agree with that, so why should I join a Union?" For this reason. I want you for one moment just to peep through my little window and have a look round and tell me what you see. "What is that?" you say. You see the employers on all sides organizing in powerful companies of vested interests on the industrial field. Ah now! I see you are looking at the world-famous gasometer at Westminster. There you see also your employers organized for the purpose of taking away from you politically what the Trade Unions have got for you industrially. I refer to that part of your wages which they take back from you in the form of income tax and the 30 per cent. Rent Restriction Act, etc., and numerous other items that could be quoted. They are able to do this through their own Trade Union. They are strongly organized, both industrially and politically, and, as a consequence of that organization, are enabled to throw off such a strong political reflex. Keep looking at the gasometer and note the contents: Bankers, bishops, lawyers, employers and others, and mark you, they are not there for fun; they are there because it enables them to control all forces of law and order—I think they call it that—in the form of the army, navy and police (including the "Black-and-Tans"). According to Mr. J. Bromley, the general secretary of the Enginemen and Firemen's Union, they are very friendly to the Trade Unions; they even put Trade Unionists out of their misery by giving them a free pass to heaven. You see this going on daily; but you are still an anti-Trade Unionist. You say, "I never saw it in that light before. I must agree it is not a rosy outlook."

Is it not a fact that, notwithstanding there are over six million organized workers, the employing classes are hacking and slashing at the wages in all parts of the country? You say, "What are you doing to stop this? How do you suggest we can improve this state of affairs? Surely you are not going to tell me that if I become a Trade Unionist that will solve the problem, because I like to live a decent life like anybody else, and I also wish my wife and family to do the same." I am sorry I cannot tell you now. We will resume our acquaintance in next month's JOURNAL, but in the meantime, just take a peep now and again through that little window, and read, think and act.

CONVERT.

## *Cinema Operators.*

### III.

In my two previous articles I proved that it is essential that an operator should place himself on the status of a skilled man in his own industry, independent of any other particular craft organization. I have said his occupation is of a fourfold nature, and I see dangers ahead for him if he does not follow this advice and realize what it means to his future.

I have in my possession a copy of a resolution on the agenda of the Burnley Trades and Labour Council at their meeting held on February 22nd, 1921, which is put forward by the Electrical Trades Union:

"That we, the Burnley Trades and Labour Council, urge upon the Watch Committee, Burnley Corporation, the necessity of allowing qualified electricians only to be in charge of electric and cinema plants, in the various places of amusement in the town."

While admitting that it is necessary that every operator should be qualified, you will note that the resolution says "qualified *Electrician*" and not "qualified *Operator*."

As the majority of you know, I have always been in favour of operators passing a test to prove their abilities, and furthermore, that they should be licensed by Act of Parliament. Whoever is responsible for this new move is not playing the game with them.

An operator's duty is not wholly confined to electricity, any more than it is confined to optics, mechanics or films, and even limelight in many cases, which does not come under the word "juice."

Another case in point is the position in Cardiff. A representative of the E.T.U. in Sheffield stated, at a meeting attended by our General Secretary on February 13th, that the E.T.U. had a date fixed for an operators' conference with Cardiff employers.

I happened to be in Cardiff myself on February 14th and interviewed an influential member of the C.E.A., who informed me that they had abandoned the E.T.U. and that most of the theatres here were fitted with their own private plants, as a result of which they were not seriously affected.

The above mentioned are the essential factors of an operator's qualifications and are the lines on which he should prove his abilities to hold the position as chief of the projection room. There are enough unemployed operators in our Union to-day without forcing a wedge into our ranks, which would be instrumental in sending more on the same track.

Now, fellow operators, what are you going to do in this matter, are you going to get together and make an effort for yourselves, or are you going to take a further risk through your own narrow policy?

All operators on joining the N.A.C.O. can immediately sit for their examination, and are graded according to their qualifications. The examination is strictly confined to an operator's duties.

A. W. M.

## *Report on Trade Unions, 1918.*

The report of the Chief Registrar of Friendly Societies for 1918 has recently been published, and affords interesting reading to all students of the labour movement. It should be borne in mind that registered trade unions render annual and other returns to that official, and that, therefore, the statistical information prepared by his department is based on the actual facts of the trade union movement and not on imaginary statements.

The most important point made is that, in common with every other concern, trade unions were beginning to feel the increased cost of things in 1918, and their management expenses prove this. The preliminary figures for 1919 also support the contention, as they indicate a fall in the funds per member in spite of increased membership. The average contribution is small, being not quite 6d. a week, which, on a pre-war basis, means about 3d. At the end of 1918, 692 registered unions had a membership of over five and a quarter millions, an increase of more than 20 per cent. on 1917 figures. The income was over seven million pounds, of which 88 per cent. came direct from members. The average contribution per week varied from 2½d. (agricultural group) to 11½d. (engineering group) or, in other words, *the worst-organized industries always have the smallest union contributions.* The average member paid 25s. 6d. for the year. Out of this 2s. 7d. went on unemployment and dispute, 2s. 9d. in sickness, 1s. 6d. funeral, 1s. 10d. superannuation, 5d. other benefits, 6d. political fund, 8d. to federations, and 8s. 9d. in management expenses, a total of 19s. The expenses have increased yearly since 1916, when management cost 7s. 7d. per member, being 7s. 11d. in 1917, and 8s. 9d. in 1918. Large as this increase is, it amounts only to 20 per cent., whereas the general cost of all things in 1918 was out of all proportion to that percentage. The average funds per member were £2 15s. 7d., a decrease of 2s. 5d. per head on 1917.

The income of the N.A.T.E. in 1918 was just over 10s. 4d. per head on the average. The management cost was 4s. 8d. per head, or only about half the average cost as indicated by the Registrar's figures. The accumulated funds were about 12s. 8d. per head of membership, which is a long way off the 55s. 7d. average of all unions. So was our average contribution—less than 50 per cent. of the average contributed by 5¼ million fellow unionists. Naturally a poor income means poor chances for putting aside a trifle for the rainy day which comes to every trade union sooner or later. It should of course be made clear that the average per head of membership is obtained by dividing the membership figure for the year into the total money figures for the year. As members join at different periods they cannot pay the whole year's weekly contributions, hence the average received per head is always substantially less than the nominal contribution for fifty-two weeks. This remark applies equally to expenditure.

F. W. L.

# Annual Accounts, 1917.

## FUNERAL FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/17 Payments ... ... | 55 | 0 | 0 | 1/12/17 Contributions ... ... | 55 | 0 | 0 |
| | £55 | 0 | 0 | | £55 | 0 | 0 |
| 1/1/18 Balance (total surplus) carried to 1918 ... ... | 672 | 12 | 7 | 1/1/18 Balance brought from Benevolent Fund... ... | 12 | 0 | 0 |
| | | | | Balance from 1916 ... ... | 660 | 12 | 7 |
| | £672 | 12 | 7 | | £672 | 12 | 7 |

## SICKNESS FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/17 Payments ... ... | 16 | 1 | 4 | 31/12/17 Contributions ... ... | 16 | 1 | 4 |
| | £16 | 1 | 4 | | £16 | 1 | 4 |
| 1/1/18 Balance (total surplus) carried to 1918 ... ... | 329 | 19 | 5 | 1/1/18 Balance brought from Benevolent Fund... ... | | 12 | 0 |
| | | | | Balance from 1916 ... ... | 329 | 7 | 5 |
| | £329 | 19 | 5 | | £329 | 19 | 5 |

## BENEVOLENT FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/17 Payments ... ... | 33 | 1 | 10 | 31/12/17 Contributions ... ... | 33 | 1 | 10 |
| | £33 | 1 | 10 | | £33 | 1 | 10 |
| 1/1/18 Balance (total surplus) carried to 1918 ... ... | 537 | 0 | 11 | 1/1/18 Balance from 1916 ... | 814 | 14 | 10 |
| Balance carried to Funeral Fund ... ... ... | 12 | 0 | 0 | | | | |
| Balance carried to Sick Fund | | 12 | 0 | | | | |
| Balance carried to General Fund ... ... ... | 265 | 1 | 11 | | | | |
| | £814 | 14 | 10 | | £814 | 14 | 10 |

Note.—The amounts charged against the Benevolent Fund represent differences between the balances on the various funds and the balances for 1917 as submitted to the Delegate Meeting in 1920.

## INCOME AND EXPENDITURE ACCOUNT.

### Expenditure.

| | £ | s. | d. | £ | s. | d. |
|---|---|---|---|---|---|---|
| 31/12/17 Benefit Payments: | | | | | | |
| Sick ... | 16 | 1 | 4 | | | |
| Funeral ... | 55 | 0 | 0 | | | |
| | | | | 71 | 1 | 4 |
| Benevolent Fund Grants ... | | | | 33 | 1 | 10 |
| General Fund ... ... | | | | 2,172 | 3 | 3 |
| Balance (amount added to funds) ... ... ... | | | | 691 | 10 | 8 |
| | | | | £2,967 | 17 | 1 |

### Income.

| | £ | s. | d. |
|---|---|---|---|
| 31/12/17 Entrance Fees ... | 401 | 5 | 3 |
| Sales of Badges ... ... | 23 | 12 | 5 |
| Contributions: | | | |
| Benevolent ... ... | 33 | 1 | 10 |
| Sick ... ... ... | 16 | 1 | 4 |
| Funeral ... ... | 55 | 0 | 0 |
| General ... ... | 2,346 | 3 | 5 |
| Interest on Funds ... ... | 72 | 9 | 10 |
| Miscellaneous ... ... | 20 | 3 | 0 |
| | £2,967 | 17 | 1 |

## GENERAL FUND.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/17 Management Expenses: | | | | 31/12/17 Management Contributions ... ... ... | 2,346 | 3 | 5 |
| Wages ... ... ... | 1,213 | 0 | 11 | Entrance Fees ... ... | 401 | 5 | 3 |
| Rent ... ... ... | 261 | 15 | 3 | Badges ... ... ... | 23 | 12 | 5 |
| Postage, Printing and Stationery ... ... ... | 373 | 17 | 5 | Sundries ... ... ... | 92 | 12 | 11 |
| Affiliation Fees ... ... | 219 | 4 | 3 | | | | |
| Delegations & Deputations... | 73 | 18 | 6 | | | | |
| Audit Fees ... ... ... | 4 | 4 | 0 | | | | |
| Miscellaneous ... ... | 26 | 3 | 0 | | | | |
| Balance (surplus for year) carried down ... ... | 691 | 10 | 8 | | | | |
| | £2,863 | 14 | 0 | | £2,863 | 14 | 0 |
| 1/1/18 Balance (total surplus) to 1918 ... ... ... | 1,935 | 19 | 6 | 1/1/18 Balance from 1916 ... | 979 | 6 | 11 |
| | | | | Balance from above account | 691 | 10 | 8 |
| | | | | Balance from Benevolent Fund ... ... ... | 265 | 1 | 11 |
| | £1,935 | 19 | 6 | | £1,935 | 19 | 6 |

## BALANCE SHEET AS AT 31ST DECEMBER, 1917.

| LIABILITIES. | £ | s. | d. | ASSETS. | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| Balance to credit of: | | | | Cash Balances: | | | |
| Sick Fund ... ... ... | 329 | 19 | 5 | At Bank (current account)... | 1,709 | 17 | 6 |
| Funeral Fund ... ... | 672 | 12 | 7 | At Bank (branches)... ... | | | |
| Benevolent Fund ... ... | 537 | 0 | 11 | At Bank (deposit account)... | | | |
| General Fund ... ... | 1,935 | 19 | 6 | In Hand ... ... ... | | | |
| | | | | Branch Balances... ... ... | 415 | 6 | 5 |
| | | | | Investments: | | | |
| | | | | Government Securities ... | 1,283 | 13 | 8 |
| | | | | Other Securities ... ... | 9 | 0 | 0 |
| | | | | Due from N.H.I. ... | 57 | 14 | 10 |
| | £3,475 | 12 | 5 | | £3,475 | 12 | 5 |

NOTE.—Owing to difficulties in allocating the benefit contributions, it will be observed that the income of the Funeral, Sickness, and Benevolent Funds has been taken as equal to the benefits paid.

Audited by
E. H. MASON.
C. T. CORY.
19/7/18

*General Secretary*, W. JOHNSON.
*General Treasurer*, J. ATTERTON.

# Annual Accounts, 1918.

## FUNERAL FUND ACCOUNT.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/18 Payments ... ... | 70 | 0 | 0 | 31/12/18 Contributions... ... | 84 | 15 | 5 |
| Balance (surplus for 1918) carried down ... ... | 14 | 15 | 5 | | | | |
| | £84 | 15 | 5 | | £84 | 15 | 5 |
| 1/1/19 Balance (total surplus) carried to 1919 ... ... | 687 | 8 | 0 | 1/1/19 Balance brought down (1918 surplus) ... ... | 14 | 15 | 5 |
| | | | | Balance from 1917 ... ... | 672 | 12 | 7 |
| | £687 | 8 | 0 | | £687 | 8 | 0 |

## GENERAL FUND.

| 31/12/18 Management Expenses: | £ | s. | d. | 31/12/18 Management Contributions | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| Wages ... ... ... | 1,032 | 12 | 1 | | 2,341 | 7 | 4 |
| Rent ... ... ... ... | 232 | 14 | 9 | Entrance Fees ... ... ... | 815 | 8 | 10 |
| Printing, Postage, and Stationery ... ... ... | 521 | 14 | 1 | Badges ... ... ... | 23 | 5 | 9 |
| Affiliation Fees ... ... | 251 | 12 | 6 | Fines... ... ... ... | 35 | 1 | 6 |
| Delegations & Deputations | 92 | 17 | 9 | Levies ... ... ... | 13 | 13 | 3 |
| Audit Fees ... ... ... | 16 | 7 | 9 | Sundries ... ... ... | 172 | 0 | 11 |
| Miscellaneous ... ... | 303 | 9 | 5 | | | | |
| | £2,451 | 8 | 4 | | | | |
| Balance (surplus for year) carried down ... ... | 949 | 9 | 3 | | | | |
| | £3,400 | 17 | 7 | | £3,400 | 17 | 7 |
| 1/1/19 Balance (total surplus) to 1919 ... ... ... | 2,885 | 8 | 9 | 1/1/19 Balance from 1917 ... | 1,935 | 19 | 6 |
| | | | | Balance from above account | 949 | 9 | 3 |
| | £2,885 | 8 | 9 | | £2,885 | 8 | 9 |

## SICKNESS FUND ACCOUNT.

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 31/12/18 Payments ... ... | 2 | 10 | 0 | 31/12/18 Contributions ... ... | 13 | 16 | 5 |
| Balance (surplus for 1918) carried down ... ... | 11 | 6 | 5 | | £13 | 16 | 5 |
| | £13 | 16 | 5 | 1/1/19 Balance brought down (1918 surplus) ... ... | 11 | 6 | 5 |
| 1/1/19 Balance (total surplus) carried to 1919 ... ... | 341 | 5 | 10 | Balance from 1917 ... ... | 329 | 19 | 5 |
| | £341 | 5 | 10 | | £341 | 5 | 10 |

## BENEVOLENT FUND ACCOUNT.

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 31/12/18 Payments ... ... | 5 | 0 | 0 | 31/12/18 Contributions... ... | 664 | 8 | 8 |
| Balance (surplus for 1918) carried down ... ... | 659 | 8 | 8 | | £664 | 8 | 8 |
| | £664 | 8 | 8 | 1/1/19 Balance brought down (1918 surplus) ... ... | 659 | 8 | 8 |
| 1/1/19 Balance (total surplus) carried to 1919 ... ... | 1,196 | 9 | 7 | Balance from 1917 ... ... | 537 | 0 | 11 |
| | £1,196 | 9 | 7 | | £1,196 | 9 | 7 |

## INCOME AND EXPENDITURE ACCOUNT.

| EXPENDITURE. | | | | INCOME. | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 31/12/18 Benefit Payments: | | | | 31/12/18 Entrance Fees... ... | | | | 815 | 8 | 10 |
| Funeral ... ... ... | 70 | 0 | 0 | Badges ... ... ... | | | | 23 | 5 | 9 |
| Sick ... ... ... | 2 | 10 | 0 | Fines ... ... ... | | | | 35 | 1 | 6 |
| Benevolent Grants ... ... | 5 | 0 | 0 | Levies ... ... ... | | | | 13 | 13 | 3 |
| General Fund ... ... | 2,451 | 8 | 4 | Contributions: | | | | | | |
| Balance (amount added to funds) ... ... ... | 1,634 | 19 | 9 | Funeral ... | 84 | 15 | 5 | | | |
| | | | | Sick ... | 13 | 16 | 5 | | | |
| | | | | Benevolent | 664 | 8 | 8 | | | |
| | | | | | | | | 763 | 0 | 6 |
| | | | | General ... ... ... | | | | 2,341 | 7 | 4 |
| | | | | Interest ... ... ... | | | | 42 | 17 | 10 |
| | | | | Miscellaneous ... ... | | | | 129 | 3 | 1 |
| | £4,163 | 18 | 1 | | | | | £4,163 | 18 | 1 |

## BALANCE SHEET AS AT 31st DECEMBER, 1918.

| Liabilities. | £ | s. | d. | Assets. | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| Balances to credit of: | | | | Cash Balances: | | | |
| Sick Fund | 341 | 5 | 10 | At Bank (current account) | 1,689 | 2 | 10 |
| Funeral Fund | 687 | 8 | 0 | At Bank (branches) | 589 | 5 | 6 |
| Benevolent Fund | 1,196 | 9 | 7 | At Bank (deposit account) | 1,000 | 0 | 0 |
| General Fund | 2,885 | 8 | 9 | In Hand | 25 | 8 | 11 |
| | | | | Branch Balances | 357 | 6 | 1 |
| | | | | Investments: | | | |
| | | | | Government Securities | 1,342 | 13 | 8 |
| | | | | Other Securities | 9 | 0 | 0 |
| | | | | Due from N.H.I. | 97 | 15 | 2 |
| | £5,110 | 12 | 2 | | £5,110 | 12 | 2 |

Audited by
C. T. Cory.
W. Sindall.

*General Secretary,* E. H. Mason.
*General Treasurer,* J. Atterton.

19/11/20

## *Correspondence.*

### SIXPENCE A WEEK WELL INVESTED.

Being a new member of the N.A.T.E., I express my great thanks to the General Secretary and all concerned for their kind and prompt attention to my case. Some time ago I had the misfortune to have my till rifled and was suspended from duty pending inquiries. Not knowing what to do for the best, I saw Mr. Cannon and informed him of what had occurred. He immediately took the matter in hand and obtained legal assistance for me. I am now back in my old position and am writing this letter with the idea of impressing on all working-men like myself what an asset it is to belong to a trade union, and so have something to fall back on in case of trouble.

A London Member.

### ORGANIZATION OF LONDON.

Our comrades in the provinces will doubtless be astonished to learn that branch meetings, as understood by our Union, do not occur in London. Practically half the membership of the Union is in London, and yet regular meetings of members (except in the case of the Carpenters' branch) are not held. The result is a complete lack of the friendly feeling which usually exists in provincial branches. There being little opportunity for meeting other members, few know each other and apparently still fewer care. Distance is, of course, a great obstacle, and only the Londoner can fully appreciate the cost of travelling over an area of twenty square miles.

I understand that cinema members are now being put in a separate branch, and this will ease the general staff branch, which was getting unwieldy. I see no reason why regular monthly meetings of Stage Staff, General Staff, Cinema, and Heads of Departments branches cannot be held for the ordinary business of the Union. Why let the London District Committee do all the work? Our members constantly complain of not knowing this, that, and the other things. Why not give them a chance to know? Mass meetings are too large for ordinary branch business, and, moreover, usually are restricted to special matters. If members are not allowed to ventilate their grievances and air their views in a constitutional manner, things only get discussed in places where they should not be.

That this proposal means Sunday meetings is no obstacle. Half the work of the Labour movement is done in members' spare time, and a couple of hours once a month is little enough to give to our own business.

Cockney.

## *Inventions and Patents.*

We beg to inform any members interested in inventions that we have arrangements with a firm of registered Patent Agents to give the fullest information free of charge, and to undertake any professional work required on reduced terms. Members requiring information should address the General Secretary, marking their letter "Patent."

# Editorial Notes.

*The N.A.T.E. JOURNAL* is the official organ of the National Association of Theatrical Employees, and is conducted by the Executive Committee of the Union.

*All communications should be plainly written on one side of the paper only, must deal with subjects of general interest, and must bear the writer's signature, name of branch, and national number. Copy must be sent to the N.A.T.E. Offices, 29-31, Portugal Street, London, W.C. 2, clearly marked "Journal," before the first day of the month of issue.*

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Trade Union officials have often good reasons for complaining of the apathy of their members, but the employers' side does not usually bewail the indifference of its members. It is therefore matter for encouragement to read in a trade journal that the C.E.A. in Scotland had its annual meeting attended by only 80 or 90 members out of 289. Attention is called to the N.A.T.E. as an object-lesson, and the report goes on to advocate stern measures for non-members and even fines for non-attendance.

* * * *

The operators' question is also commented on in another trade journal, which states that "unquestionably the general preference of exhibitors is that the N.A.T.E. should represent every employee, the musicians only excepted." As regards the latter, the journal proceeds to state that exhibitors are getting out of some wage demands by dispensing with the orchestra altogether, quoting Cheltenham as an instance of three halls relying entirely on the efforts of pianists. This question of which Union shall represent the workers in the amusement industry is also referred to in the C.E.A. annual report, where it is stated that owing to competing unions, many exhibitors "have been driven to negotiate with their employees individually." We all know what that means. When individuals start bargaining with their employers, only seven words can be used: "Yes, sir," "No, sir," "Thank you, sir." Elsewhere in this issue is mentioned the case of an industrial union which does not allow us to take up a similar position in organization as itself. Recently our Sheffield branch has encountered organized opposition at the hands of the E.T.U. and the Women Workers. Another case in London, raised by a general union (that is, a member-snatching concern) resulted in a victory for us by the member voluntarily leaving her position in the amusement industry. There is still hope when we reflect that in 1909 there were 1,700 unions, while in 1918 the number was less than 1,300! What a lesson can be learned from the employers on that point! Twenty years ago there were 87 important English banks. Now there are only 21, and five of these receive £70 out of each £100 deposited. Amalgamation is good for both sides. As a Trade Union we can barter better if the employers are organized, because we know the extent and probable power of the opposition. They, on the contrary, prefer to deal with one union for the same reason—because it represents the whole of the industry.

* * * *

While on the question of official journals, we draw attention to a paragraph elsewhere in this issue, taken from the *General Workers' Journal*. Our Wigan secretary asks us to reproduce the paragraph, and we do so with the comment that we had previously seen it in the E.T.U. organ. It is customary to acknowledge the source of borrowed copy!

* * * *

The *Bioscope* of March 3rd has a prominent article on the question of one Union for the amusement industry, and invites correspondence on the suggestions put forward therein. We merely content ourselves with the remarks expressed in the preceding paragraphs. If the *Bioscope* is influenced by the employers' side, why not give prominence to the N.A.T.E., which justly claims to have represented the amusement industry since 1890? A little of the friendly spirit which is the basis of all successful negotiations between Capital and Labour might well be allowed to creep in in the columns of the *Bioscope*, instead of the wet blanket remarks which appeared at the time our Organizer was visiting Leicester recently.

## *The Dockers' Union & the N.A.T.E.*

A couple of years ago, Swansea had a branch of the N.A.T.E. which, for reasons unconnected with the present matter, lapsed, and our members joined the Dockers' Union there. The energetic South Wales organizer we recently appointed promptly got to work and restarted our branch. We accordingly entered into correspondence with the Dockers' Union regarding transfer, if willing, of our old members. Permission was obtained and our old members invited to transfer. Here we came into collision with the local officials of the Dockers' Union at Swansea, in which town no other union can breathe freely because of the Dockers' monopoly. The result was a withdrawal of the consent previously given, on the ground that our proposals were likely to include more people than first anticipated!

It is remarkable how so-called industrial unions deny to other unions the right to organize their members on the industrial basis. Perhaps the fact of the dockers' local secretary being paid by membership results has something to do with it. There is, however, a far more significant feature in the case. One of the cinemas in Swansea, the Elyseum, is owned by a private company called the Anima Co. Ltd. According to a return at Somerset House, dated January 6th, 1921, the capital of the company is £3,500, of which a Mrs. Jane Tillett, of 10, Beaconsfield Road, New Southgate, holds £100, and Benjamin Tillett, of the same address, secretary and M.P., holds £510. Ben is also a director of the company. We cannot say how the concern fares, because as a private company no balance-sheet is filed, but as the original capital was only £1,500, it is pretty safe to assume that shareholders have not found additional capital for no return. If the General Secretary of the Dockers' Union is financially interested in a cinema whose employees we are trying to organize, it is evident that the conflicting interests of employer and labour leader cannot be reconciled. To be a member of a Trade Union whose general secretary is the biggest shareholder in the concern which employs you is a difficult position. It is like asking yourself for a rise in your own wages.

What has Mr. Tillett to say?

## *Getting Out Rates.*

As agreed upon by Yorkshire and Midlands District Council, February 20th, 1921:

| | | | | | |
|---|---|---|---|---|---|
| 1 to 3 Loads, | 4 men | ... | 7 | 6 | per man. |
| 4 ,, 6 ,, | 6 ,, | ... | 8 | 6 | ,, ,, |
| 7 ,, 8 ,, | 8 ,, | ... | 10 | 6 | ,, ,, |
| 9 ,, 10 ,, | 10 ,, | ... | 12 | 0 | ,, ,, |

## *Heard at the Pictures!*

Have all those Trade Unionists who attended Sir Alfred Butt's meeting at Drury Lane during the Christmas trouble received their 2s. 6d.?

Do the managers keep their houses open during the great slump period for the benefit of the staff, or to collect the entertainment tax for the Chancellor of the Exchequer?

Is it a fact that the advertisements used by the Touring Companies in the provinces are becoming stale, particularly that one "Direct from the Catch-'em-quick Theatre, London"?

*We* understand the last sentence of the Liverpool joke. Perhaps someone will give an explanation in next issue.

Is it true that our Scottish organizer, Brother Carlin, strained the muscles of his chest at a meeting he addressed at the Canterbury Music Hall, raising his voice so that the absent variety members could hear him?

Which will be the first electoral area to beat Lancashire and Cheshire for membership? South Wales and the West of England are trying.

Has Brother Gorham bought a motor scooter to keep pace with the other districts, and what will the Yorkshire and Midlands members say when they learn that he successfully organized a branch in the county Durham?

Is it true that the stage managers on the L.T.V. keep the managers of the halls in their jobs? If so, why?

Assuming the managers get the right to sell chocolates once more, how much better off will the chocolate attendants be?

Is not the offer of certain members of the C.E.A., to give donations to local hospitals, splendid? But they might have added that they also supply the patients for the hospitals from the staffs!

Is it a fact that the advance booking at the Hippodrome, Newcastle, for "The Garden of Allah" was £8,400. If so, who said slump?

Now that the E.P.D. has got marching orders, will the staffs know anything about it?

When will the employers wake up to the fact that it is better to deal with one union than many; particularly if there is one in existence applicable to all grades?

What did Brothers Mitchell and Finley feel like when a certain manager in the provinces called them a pair of "dirty stinks," and did they think they had backed the Derby winner?

How did Mr. Fort Greenwood get into the Kingsway Hall the other day at the Labour meeting of the Trade Union Congress on unemployment, and has Sir Basil Thompson taken the case in hand?

Is the Covent Garden Opera House the best N.A.T.E. House in London, and why? Some steward!

Is our General Secretary, owing to the many provincial visits he is making, going to ask the E.C. to provide him with a travelling rug? What hopes!

What is the name of the London variety house where they sing "Alfy's come home, Alfy's come home" when the stage manager is on union business?

Is it true that a certain touring manager when asked to pay the new Liverpool getting-out rate remarked that he and the "Little Dutch Girl" would get it out themselves; But could Seymour Sachs of trouble when he reached the next town?

## London Variety Theatres Agreement.

Members are informed that the negotiations for the revision of the October, 1920, agreement have not yet reached a conclusion.

The last conference between the parties took place on Tuesday, March 8th, at 3 o'clock p.m. in the Council Chamber of the Entertainment Industry Council, 109, Oxford Street, W.

There were present representing the employers, Messrs. Dix, of the Stoll office, and Abraham, of the Queen's, Poplar.

For the N.A.T.E. Messrs. Skeggs, Cannon and Kemp acted as members of the Conciliation Board. Messrs. Finlay and Sharp stated the case for the employees. Among those called by the N.A.T.E. to give evidence were Messrs. Pasmore (E., Collins), Portsmouth (E., Chelsea), Spooner (E., Empress, Brixton), Bailey (E., South London), S. M. Ward (Metropolitan), Griggs (Camberwell). A. E. W. Muir, organizer, was also present. T. Cannon, G.S., presided on the proposal of Mr. Dix.

The proceedings were adjourned at 5.30 until Thursday, March 17th.

## Municipal Banking.

As a way out of the difficulty of obtaining Parliamentary powers, ten out of the twelve town councillors at Kirkintilloch formed themselves into a Municipal Bank Ltd., with headquarters at the borough treasurer's office.

## Something to Eat.

Goatsea toats, little goatsea toats;
Lambsea tivy, little lambseativy.

## Financial Secretary's Notes.

Some branches are still doubtful about using their powers as regards payment of arrears. The commonest method of dodging arrears is to make application as a new member. Let us see how this works out. A person joins in the first quarter of a year and lapses in the second quarter. In the second quarter of the following year, the branch gets a wage agreement and benefits to the extent of, let us say, 2/- per week on every member's wage. Righto! All being merry and bright, and our noble friend having shared the benefits for which he hasn't worked nor even paid, he trots out his three bob to rejoin. What does the Union lose? Only twelve months' contributions, or anything from 17/- to 26/- (less the second entrance fee of 3/-). Multiply this case by fifty or a hundred every month and the smallness of our funds is explained. Such people are not worthy of the name of Trade Unionist.

* * * *

Other cases of arrears, caused by illness, unemployment, leaving the trade, etc., require more consideration, but the same arguments apply. To have a permanent organization, without which no effective progress is possible, implies offices, rent, rates, taxes, wages, travelling expenses, printing, postage, books, etc. The landlord doesn't let us off payment because our members fall ill or lose their work. The postage stamps cost just the same, and the printer won't give us any discount when we tell him our members only get poor wages. His workmen have organized and organized until they have forced their employers not to engage a hand unless a fortnight's work is guaranteed. The remedy against arrears is PAYMENT IN ADVANCE; you insure against sickness by putting a bit aside; why not provide against arrears by paying a bit ahead?

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The annual accounts for 1917 and 1918, held over last month, are printed in this issue. Next month it is hoped to print 1919 accounts.

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When a doctor makes a mistake, the undertaker buries it.

When a judge makes a mistake, it is the law of the land.

When a director makes a mistake, he goes to Harrogate.

But—

When a workman makes a mistake, there is—what?

—*General Workers' Journal.*

## *The Women's Column.*

Wake up, sisters—the fight has commenced and the first attack has been made on the *women* workers. News is just to hand that the female attendants at one house are to have their wages *reduced 10s. per week.* It may be your turn next; what are you going to do? Especially do I ask this question of those who have decided that they have no further use for the Association which has done so much for them in the past. Those who have remained loyal will find it a stiff encounter, but those who have deserted will have the hardest problem to face. A reduction in wages, and no one to help them out of the dilemma! Think of it, and bear in mind that it is the weakest who go to the wall. I could never understand why it should be necessary to urge people to do that which their own commonsense should tell them is for their good in every way. We have thousands of good, loyal women members, but we want thousands more. Our aim is to uplift the standard of life for the workers; but this will not be accomplished if the employers are allowed to lower wages, that will most certainly mean a lowering of the standard. You must realize that your services have a market value, and you must see that you get the best value for them. In the past there has been too much willingness (especially on the part of women) to take it as a favour to be allowed to work, and they have been content to take almost anything for their services; but why should this be? When you apply for a situation your prospective employer looks at you and says to himself, "What value am I going to get for my money?" You, on the other hand have just as much right to say, "I am selling him my services, is he offering me what they are worth?" There is one thing, however, that you must remember, and that is, if he is prepared to pay you a fair price for them, you must be prepared to sell him what he pays for—*your best services.* The obligation is not all on the employer's side; you also have obligations towards him. It is so often said that women are scatter-brained, and think of nothing beyond the enjoyment they can get out of life. We have to admit that this has been the case, and still is, with a good many women; but, nevertheless there are a great many thinkers amongst them, and they have begun to realize that there is keen competition between men and women, and that if the latter fit themselves for the contest, they have a chance of rising to the same level as their brother workers; although there is still a great deal of opposition to contend with, even from those brother workers. Men have been in the forefront through all the ages, and they are not yet prepared to share that position and give women a chance to prove themselves equally capable. So it is for you, sister, to do your best to command that respect which should be yours in the industrial world; then there will be no question of reducing *your wages first,* and if there is any attempt at reduction, you will be in a position to come to the aid of your brother workers in the fight. After all, you know, they can't get on without us.

I should like to say, that just before going to press, I have heard that the order above mentioned (for the female attendants to be reduced 10s. per week) has by the efforts of one of our organizers, been cancelled *on behalf of our members only.* Again I say—wake up!

A few words in conclusion: Don't forget that the N.A.T.E. is the Association which caters exclusively for all workers in the entertainment industry—women as well as men.

J. K.

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## *Ten Ways to kill a Union, or "The Growler's Commandments."*

1. Don't come to the meetings.
2. But, if you do come, come late.
3. If the weather don't suit you, don't think of coming.
4. If you do attend a meeting, find fault with the work of the officers and other members.
5. Never accept an office, as it is easier to criticize than to do things.
6. Nevertheless, get cross if you are not appointed on a committee; but, if you are, do not attend the committee meetings.
7. If asked by the chairman to give your opinion regarding some important matter, tell him you have nothing to say. After the meeting tell everyone how things ought to be done.
8. Do nothing more than is absolutely necessary; but, when other members roll up their sleeves, and willingly and unselfishly use their ability to help matters along, howl that the association is run by a clique.
9. Hold back your subscriptions as long as possible, or don't pay at all.
10. Don't bother about getting new members—let the secretary do it.—*E.T.U. Journal.*

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My son, consider the postage-stamp; its usefulness consists in its ability to stick to one thing until it gets there.

## Branch Reports.

BRIGHTON.—Liverpool are in the running with us in the carrying out of scenery. I think we are the first two branches to submit a scale. It is up to all branches to frame a scale, because when touring companies come to Brighton they tell us they got their scenery out from so-and-so theatre for £3; we are charging £6. We hear this every week. Below are the minimum charges for getting out of scenery from the Grand Theatre, Brighton:—

| | £ | s. | d. |
|---|---|---|---|
| 1 Load ... ... ... | | 16 | 0 |
| 2 ,, ... ... ... | 1 | 4 | 0 |
| 3 ,, ... ... ... | 1 | 16 | 0 |
| 4 ,, ... ... ... | 3 | 0 | 0 |
| 5 ,, ... ... ... | 3 | 14 | 0 |
| 6 ,, ... ... ... | 4 | 4 | 0 |

BATH.—Mr. J. J. Pendry (Bath Trades Council) presided over a fair attendance of theatrical and music hall workers on February 27th, and in a neat little speech strongly advised all present to join the N.A.T.E. He was followed by the E.C. member for the area, who urged all present to throw in their lot with the Bath Trade Unionists who would extend a helping hand to the new N.A.T.E. branch in their town. T. J. O'Brien gave a thoughtful and forcible address which was very well received. Mr. Mayo (secretary of Bath Trades Council) also strongly advised all present to join up in a union which catered exclusively for all classes and sections of amusement workers. Mr. Eades offered to look after the branch pending election of officers. It is hoped that the young branch started in this famous city will, although only a small one, due to its small population, yet be a real help to our Association and spread our aims and objects amongst the cinema workers in our area whom we are anxious to enrol under the banner of the N.A.T.E.

BRISTOL.—Bro. E. G. Verrinder presided over a special meeting called to hear the report of the conference on the wage application for Bristol. The local secretary spoke of the visit of the General Secretary, and the splendid effort he made on our behalf at that meeting in conjunction with T. O'Brien and Mr. E. F. Parker, secretary of Trades Council. O'Brien next spoke at length and created a good impression on the members present. Mr. Parker followed and aroused great enthusiasm when he told them they had the support of the Trades Council. After questions, the whole of the members present unanimously decided to leave everything in the hands of the officials, who were meeting the managers on March 15th and asking them to get a similar rate for this town as at present paid in Manchester.

LLANELLY.—After the ordinary business was transacted on February 20th, the meeting was thrown open for discussion on "How to improve the particular hall in which members worked." Rather queer, isn't it? Any improvements suggested to be communicated to the various managers in order that they may consider them. It was decided to invite all managers to a future meeting, so that a joint line of policy might be worked to benefit the industry. Our motto is "Amicability"—our proof is pay-day.

BLACKPOOL welcomes the first number of the N.A.T.E. JOURNAL and considers it will be a great boon to all members of the Association, especially when all the branches begin to use it as a medium for letting each other know how we are progressing. We consider that it is a paper worth buying and already twenty members have paid a twelve months' subscription for it and many others are willing to pay 1d. per month. I hope this will be an encouragement to others to do the same, so that it may, for its own value, become a paying paper to the Association. We had our general meeting and election of officers on January 30th, the members being so satisfied with the officers that they were again all practically re-elected. We are still determined to be a progressive branch. The branch has secured a seat on the board of management of the Victoria Hospital.

LONDON CINEMA COMMITTEE.—This meeting which was held on January 30th at headquarters was better attended than the previous one, only two members being absent. Also on this auspicious occasion we were further honoured by the presence of Bro. Murdock, a new member of the committee, who was initiated amid scenes of great enthusiasm. The business of the meeting was commenced, and the minutes of previous meetings being read, some interesting discussion took place. Bro. Hartfield was nominated to sit upon the London District Council in conjunction with Bros. Collins and Allsopp (some trio, Mr. Editor!) It was then moved to have proper representation on the E.C., as at present we are only represented by one delegate. The next item on the agenda being expenses for committee members, great interest was taken. One member inquired if refreshments were included, but the chairman, knowing the committee's capacity, decided they were not. It was decided to move a resolution to the effect that members attending these meetings should receive the usual fee. The chairman noticed several members glancing at the clock and then at him, so, not wishing to die young, he decided to close the meeting.

Burnley and Nelson.—Our annual meeting was held on January 30th at the Co-operative Hall, Nelson. This branch embraces Padiham, Burnley, Brierfield, Nelson, Colne and Barrowford. John Bell was re-elected B.S., and Wm. Atkins re-elected B.P., both unanimously, with few changes in the election of the other officers. The B.P. urged on all the members the necessity for them as members of a trade union, not only to recognize their rights to privileges and benefits, but to recognize thoroughly responsibilities also, and the necessity for personal service. They should also bear in mind that workers of all grades can secure more reforms, and get more benefits by mutual efforts than they will by opposition or being indifferent to each other's efforts. United we stand, divided we fall. He was pleased at the cordial and brotherly feeling that evidently prevailed amongst all present, and hoped they would still strive, one and all, to work harmoniously in the future, for there was a lot of organization work to be done in the area before the branch is raised to the standard of trade unionism we all so much desire. Work unitedly, and we shall win through.

Carpenters.—The annual meeting was held on February 26th. After the domestic business of the branch had been discussed the members proceeded to elect the following officers for the ensuing year: President, J. Tonkins; Vice-President, W. Samways; Treasurer, A. Ward; Secretary, C. Morris; Trustees, A. C. Wood, A. Palmer and A. Barbey; Auditors, W. Davis and F. Foinett; Committee, F. Munns, J. Watkins, G. Bailey, H. Tubbs and A. Andrews, with L. Allen, junior, as reserve; Doorkeeper, J. Lennard. J. Tonkins and C. Morris were nominated for membership of the London District Committee. An interesting contest took place between Messrs. Tonkins and Samways for the Presidency. Bro. Tonkins being eventually declared elected by one vote after several recounts. One worthy brother's interest was so intense that he insisted on voting for both candidates. A vote of thanks to the retiring officers was passed without dissent, and the proceedings then terminated.

## *Organizers' Reports.*

Considerable improvements are to be seen all over the country through the instrumentality of our Journal. Let us hope that our membership may increase its circulation.

Last month a very difficult position was overcome in Merthyr. Many members had come to the conclusion that they could do better themselves by individual efforts; but they saw how impossible it was. Although they had taken that line of action our Union obtained for them 100 per cent. increase on present rates and now they are "True and Faithful Brethren."

This will prove to our members that unity and co-operation are the only means to success.

With the General Secretary, branches were formed at Swindon and Bath, and both towns are progressing favourably. Many thanks are due to Mr. Hurst, secretary of Swindon branch, A.M.U., for the able assistance rendered us, which was one of the great means of our success. Thanks are also due to the Bath Trades Council, who are taking a very keen interest in our movement and who have given us every assistance.

An important wage conference was held in Bristol on February 25th, which was adjourned until March 15th in order that our proposals might be submitted to the accountants of the managers to see to what the increases would amount. I should ask our members to watch this case, as it may go to the furthest extent of investigation—possibly, the industrial courts. If it does, it will be the greatest success we have ever had. Of this I am confident.

Progress is very steady and satisfactory in this area, and I should like to associate my appeal with that of Bro. Mitchell's, that members requiring the organizer's attention should think sometimes of the difficulties which have to be faced and the heavy strain that travelling combined with worry of work make on us. If only the G.S. and myself detailed our hard experience of the last week in February, many of our members would hardly credit us.

If we had only the constructive criticism of our members instead of destructive criticism we should advance by leaps and bounds. Rome was not built in a day. Let us all be organizers in ourselves, building up that barrier to resist the onward attack which is certain to come from that "Dying System" in its struggle for final existence.

T. O'Brien (S. Wales & W. of England).

I visited Llanelly in February. The position here in the entertainment industry is, I believe without comparison in the whole of the country, being organized 100 per cent. and satisfaction reigning supreme on both sides of the camp. The agreements, which are very creditable, were published in the last issue. This is the home of Bro. O'Brien and has undoubtedly been his baby. He appears to have weaned it on something very satisfying to the palate, thus preventing spasmodic yells. All other branches will do well to follow this example in solidarity.

On February 13th I attended a mass meeting at The Dockers' Hall, Swansea, the chair being taken by Mr. T. Anthony (A.S.E. and Trades and Labour Council). The subject of the meeting was the industrial problem, for the benefit of a section of cinema workers who had been diverted from that line of organization, thus weakening their own policy for future progress. The meeting was addressed by Bro. O'Brien and myself, with a very telling speech by the chairman in support. Questions were answered satisfactorily to all and those present were very favourably impressed on the necessity of industrial effort, and I am hopeful of success in the near future.

On my return journey, I visited Cardiff, where things seem to be on the upward path, and the possibility of a strong branch if the present effort continues.

Now brothers, cement yourselves together in concrete form and follow the example of Llanelly. A. W. Muir (London).

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I have just returned from a visit to Derby, Chesterfield, Ripley, Nottingham, Birmingham and Wolverhampton.

At Derby I assisted Organizer Mitchell to form a new branch. I then proceeded to Nottingham, where a very successful meeting was held for the election of officers; also a new branch secretary was appointed and in my opinion, the new secretary is going to make things very warm for non-members at Nottingham. I wish Brother Challand the best of luck.

After visiting Wolverhampton and Chesterfield, I proceeded to Birmingham; but, unfortunately I was called back to London on a legal case and had to leave my work unfinished. I am looking forward to another visit to Birmingham soon, and I believe that Birmingham, in time, will be one of our strongest branches. I hope the case against the assistant manager of the Queen's Cinema, Forest Gate, conducted on behalf of the N.A.T.E., and sanctioned by the Executive Committee on an appeal from the members of the above cinema, will be a warning to all girls employed in cinemas and other places of amusement, that it is necessary for them to become members of their respective Associations. It proves that the organized workers have at their backs legal aid to defend them in time of need, and I also think it is the duty of every father or mother who has a son or daughter about to begin the fight as wage slaves, to advise them to join a union that caters for the industry they are about to be engaged in.

I appreciate the learned gentleman's remarks who tried the case when he said, "You are found guilty of all three charges, and a fine of £5 under each offence will be imposed, or in the alternative thirty-one days' imprisonment," and added, "Even if these girls are employed in cinemas, they must be protected."

C. B. Finley (London).

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## *£5 a Kiss.*

Five pounds a kiss was the penalty imposed on William Joe Barnes, of Deanery Road, Stratford, who was summoned at West Ham for assaulting three girl attendants at the Queen's Cinema, Forest Gate, of which he is under-manager. Two of the complainants are aged 16, and the third 18, and their allegation was that when in defendant's office he kissed them. When spoken to by the manageress, defendant denied the familiarities, but afterwards admitted having kissed one of the girls—one, whom the manageress declared, used innocently to give defendant "the glad eye." Defendant is under notice to leave the cinema. Barnes admitted he did kiss this girl once in a jocular fashion when he was about to go to lunch, but he absolutely denied that he had kissed either of the others. He was very strict with the girls, and suggested that there was some animus because he had made inquiries as to their union.—The Bench fined defendant £5 for each of the three assaults.

—*News of the World*, March 7th, 1921.

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The following tale is told of a man who lived next door to an undertaker, but was generally late in everything that he undertook:

"At the beginning of the New Year he made up his mind to reform in this respect, and succeeded to some extent. One night, however, he got drunk, and on returning home unconsciously wandered into the undertaker's and went to sleep in an empty coffin. Next morning, when he awoke and in the dim light saw the empty coffins around him he exclaimed:

'Goodness! It's the resurrection and I'm late again.'" —*General Workers' Journal*.

# Wages Awards and Agreements.

## MIDDLESBROUGH.

### PART I.

### HEADS OF DEPARTMENTS.

(*a*) *Position:*

Stage Carpenters, Stage Managers, Chief Electricians and Chief Operator, £3 15s. per week.

(*b*) *Hours:*

Maximum weekly hours for weekly rates, 48 hours per week, during the six working days, including all performances, but excluding Sundays.

(*c*) *Overtime Rate:*

Over 48 hours, time and half. Over 64, double time. For any work done on Sunday, Good Friday or Christmas Day, double time rate. Minimum of 10s. for any time (not performance time).

(*d*) *Property Master not making Properties:*

£3 per week. Other conditions as above—(*c*).

### PART II.

### DAYMEN.

(*a*) *Daymen:*

£2 10s. per week of 48 hours. For time in excess as above—Clause (*c*).

### PART III.

### BOX OFFICE.

(*a*) *Box Office Secretary:*

Minimum rate, £2 per week.

### PART IV.

### REFRESHMENT DEPARTMENT.

(*a*) *Minimum Rate:*

£1 per week.

### PART V.

### WARDROBE DEPARTMENT.

(*a*) *Needlewoman:*

5s. per day for 5 hours. 1s. per hour over 5 hours.

(*b*) *Dressers and Supers:*

Male and Female. Same rates as Stage and Front of the House. All one rate.

### PART VI.

### HOUSEKEEPERS' DEPARTMENT.

(*a*) *Women Cleaners—Minimum Rate:*

£1 per week and 5s. per week extra for Charge Hands; 36 hours' work, 6 days.

### PART VII.

### PERFORMANCE RATES—TWICE NIGHTLY.

(*a*) 3s. per night for 6 nights, making 18s., and 3s. 6d. per night for 6 nights, making 21s. for leading man.

3s. and 3s. 6d. Matinées.

(*b*) *Maximum Time for Minimum Rate—Twice Nightly:*

5 hours for Front of the House and 4½ hours for Back of the House, making 30 and 27 respectively. Any time required in excess to be paid at the rate of 4d. per 15 minutes or portion thereof, combining the excess time on the performances given in any one week, making 1s. 4d. per hour overtime. Saturday Matinée same rate as evening show.

(*c*) Any employee required to appear in sight 6d. per night or matinée.

(*d*) *Once Nightly Rates:*

15s. and 18s. for leading men for 6 night shows, with same rate for Saturday Matinée, with maximum time for minimum rate.

Front of House, 21 hours, for six shows, with overtime rates as per Clause (*b*) above.

Back of House, 18 hours for six shows, with overtime rates as per Clause (*b*) above.

Casual labour, 1s. 3d. per hour.

### PART VIII.

### PERFORMANCE RATE—FRONT OF HOUSE.

Male Money-Takers, Male Check-Takers, Male Ushers, Male Attendants, and Linkmen:

Same rate as Back of House.

2s. 6d. advance for women.

*Assistant Electrician and Assistant Operator:*

Nothing fixed. To be paid according to time worked at houses.

*Casual Labour:* 1s. 3d. per hour.

*With all other conditions the same as 1918 Agreement:*

Where the wages are higher than these rates it is understood that no reduction is to be made.

(Signed) GERALD SPENCER,
Hon. Secretary.
Tees-side Managers Association, 18/1/21.

(Signed) A. PEELING,
Branch Secretary.
National Association Theatrical Employees.

## *LIST OF BRANCH SECRETARIES:*

Aberdare.—G. A. Hawke, 212, Cardiff Rd., Aberaman.
Aberdeen.—A. Low, 72, Summer St.
Aldershot.—G. A. Sales, 80, Ash Rd.
Ashton-Under-Lyne.—J. Hardman, 78, Astley St., Dukinfield.
Ayr.—L. Wilson, 19, New Bridge St.
Barrow-in-Furness.—J. Bell, 44, Derry St.
Barry Dock.—E. R. Harper, 88, Barry Rd., Cadoxton.
Bath.—H. J. Eades, 27, Kingsmead Terrace.
Birmingham.—F. A. Watson, Stage Manager, Aston Hippodrome.
Bishop Auckland.—A. McConnell, 68, Bridge St.
Blackburn.—C. T. Swithenbank, 20, Brooksfield St.
Blackpool.—G. Mitchell, 48, Adelaide St.
Bolton.—E. S. Allsebrook, 19, Brinks Place, off Chorley St.
Bradford.—J. H. Johnston, 16, Rugby Place.
Brighton.—J. Gibbs, 17, Grove St.
Bristol.—H. C. White, 8, Blenheim Sq., Marlborough Hill.
Burnley & Nelson.—J. Bell, 31, John St., Nelson, Lancs.
Cardiff.—J. Hunt, 85, City Road.
Carpenters'.—C. Morris, 80, Bonnington Sq., Vauxhall, S.W., 8.
Castleford.—C. Holder, 33, Regent St., Half Acres.
Cowdenbeath.—J. McGregor, c/o 182, Foulford Rd.
Darlington.—F. Richardson, 2, Bakehouse Sq., Union St.
Derby.—Mrs. A. L. Kelly, 22, Macklin St.
Dundee.—T. Phillips, 12, Parker St.
Edinburgh.—Mrs. Cockburn, 82, Causewayside.
Glasgow.—J. Carlin, 12, Windsor Ter.
Gravesend.—W. Warner, 4, Sussex Place.
Halifax.—T. Turner, 27, North Parade.
Hanley.—G. Docksey, 76, Boundary St.
Hull.—G. E. Hazel, 2, Ferndale, Walliker St.
Huddersfield.—S. Armitage, 2, Filbert St., Birkby.
Kilmarnock.—T. Adams, 34, Mill Lane.
Kirkcaldy.—J. Wallace, 53, Dunnikier Rd.
Leeds.—A. Lambert, 7, Welton Mount, Headingley.
Leicester.—R. A. Peutrill, 11, Eaton St.
Liverpool.—J. James, 42, Fairfield St.
Llanelly.—T. O'Brien, 23, Pottery St.
London Branches.—All c/o Central Office.
Manchester.—T. H. Derbyshire, 12, East St., Lower Mosley St.
Merthyr Tydfil.—W. Reeve, Side View, Newcastle St.
Middlesbrough.—A. Peeling, 68, Bolckow St.
Newcastle-on-Tyne.—M. McKenna, 4, Seymour St., Dunston-on-Tyne.
Newport (Mon.)—J. Perrin, 6, George St.
Nottingham.—G. H. Challand, 68, Seymour St.
Oldham.—L. Graydon, 14, Charter St.
Portsmouth.—J. E. Randall, 88, Stansted Rd., Southsea.
Preston.—J. Wilson, 9, Vauxhall Rd.
Rochdale.—J. Law, 29, Ashfield Rd.
Sheffield.—W. Yates, 14, Wellington St.
Southampton.—G. Tutt, 14, Southampton St.
South Shields.—J. K. Wilson, 62, Bath St.
Southend.—A. Paston, 88, North Av.
Southport.—W. Whitesmith, 11, Matlock Rd.
Swansea.—E. A. Howell, 2, Bryn-y-don Rd., North Hill.
Swindon.—W. Cooper, 3, Dumbarton Ter.
Tynemouth.—J. W. Kiddie, 64, Percy St.
Warrington.—W. Cook, 71, Orford St.
Wakefield.—J. A. Binns, 29, Almshouse Lane.
West Hartlepool.—K. Carson, 15, Alma Pl.
Wigan.—T. Tomlinson, 8, Gilroy St.
Workington & Whitehaven.—E. Lowther, 43, Edkin St.

## *Are Entertainment Workers Lunatics?*

Some time ago, a visitor was being shown over an asylum. He noticed that the number of attendants was small when compared with the number of lunatics, and asked the medical officer what would happen if the lunatics combined to overpower the attendants. The doctor's reply was: "Lunatics never combine!"

Amusement Workers! Prove your sanity by combining with your fellow-workers who are already N.A.T.E. members. Become a member yourself!! Write to any of the above addresses for an application form!!!

GARDEN CITY PRESS, PRINTERS, LETCHWORTH, ENGLAND.

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**Please pass on this copy to a non-member.** **Published on the 15th of the month.**

# The N.A.T.E. (National Association Theatrical Employees.) JOURNAL.

Vol. I. APRIL, 1921 No. 4.

## NOTICE TO DISENGAGED MEMBERS.

THE Proprietors of "THE ERA"—the oldest-established professional paper—desire to call attention to the fact that ***specially reduced rates*** are charged in its "Wanted" advertisement columns for the announcements of all seeking engagements. These special prepaid rates are as follows:

| | s. | d. |
|---|---|---|
| First three lines - - - - | 1 | 0 |
| Each additional line - - - | 0 | 6 |
| Displayed lines, each - - - | 0 | 9 |

(A line averages six words.)

As "The Era" is published on Wednesday morning, a day earlier than any other professional paper, it gives a better opportunity of fixing up vacancies quickly.

Address copy and remittances

The Advertisement Manager,
"The Era,"
35, Wellington Street,
London, W.C.2.

## TO ADVERTISERS.

**THIS Journal is supplied to members of the National Association of Theatrical Employees; it will therefore have one special advantage over any purely commercial Trade Journal; the number of its readers will far exceed the number of its subscribers.**

**Its subscribers are widely scattered. They will be found in almost every town and with every important Dramatic or Vaudeville Company touring in the United Kingdom.**

**No other journal can appeal with such force or exercise such influence among the men and women now employed in the Amusement World.**

**No other JOURNAL aims primarily to help, individually and collectively, this great body of employees to secure their rightful share—an increasing share in the prosperity, the increasing prosperity of this business.**

**We are not therefore dependent upon Advertisements, but we appreciate the advantage to our readers of knowing where they may find the best market—the most suitable material, appliance, or manufactured article—for the one hundred and one things produced for use in this business.**

**It is of equal importance to the Merchant to select the most attractive environment in which to exhibit his wares, and when all is said and done, sooner or later, in any well regulated business, the users are the choosers—because they alone know the merits and demerits of the materials and appliances they have to utilize.**

**We have a limited portion of space available for advertisements and will be glad to receive immediate application for same in accordance with the printed scale.**

## *London Members, Please Note!*

The Dramatic and Variety Theatre Employees Provident Association, formed under the auspices of the N.A.T.E., and which it was recently proposed should be transferred to the N.A.T.E., has now decided at the suggestion of the E.C. of the N.A.T.E. to continue as a separate fund.

The inclusive contribution is 7d. per week. The age limit is 45 years. Applicants must supply a medical certificate with application for membership. This fund is for men only. The benefits are 10s. per week for 10 weeks; 5s. for 10 weeks, in case of sickness. £5 on death of a member, and £3 on death of a member's wife. The surplus general funds are shared out at the end of each year. The share-out for 1920 was 20s. 4d. per member.

This fund is strongly recommended to London members desirous of making additional provisions for periods of sickness. The fund is managed by the E.C. Application form may be obtained from the Central Office or from London Stewards.

## *New Members for March—450.*

## General Meeting.

General meeting of London branch members held at the London Hippodrome on Sunday, March 6th, 1921. There were about 1,200 members present. Chairman, Mr. William Johnson.

The Chairman commenced by saying the first item on the agenda was the scrutineers, and three would be elected. The votes would be taken during the proceedings, and the Chairman and General Secretary would be asked to count the papers along with the three scrutineers. The scrutineers were then elected: Mr. H. Roberts, Carpenters' Branch; Mr. J. Wootton, London Hippodrome; Mr. Monteith, Gaiety.

The Chairman said he did not propose to address them at any great length. As most of them knew, he had been away over three months, having undergone a very serious operation, and he, with the National Executive Committee, had just concluded a hard three days' Executive work.

He was glad to have the opportunity of personally thanking all those who had contributed so generously to the very handsome present he had received at Christmas. He much appreciated their kind thoughts and good wishes. They had with them on the stage the provincial members who had been recently elected on the National Executive Committee: Mr. Kelly, Glasgow; Mr. Wright, Middlesbrough; Mr. Wilson, Liverpool; Mr. Forrester, Manchester; Mr. Kitchingman, Nottingham; Mr. White, Bristol; and Mr. T. Derbyshire, Manchester Secretary.

He did not know whether time would permit for all of them to speak that morning, but he hoped they would be able to make themselves known personally, and have a few words on their work for the Union. He then went on to say that the business of that meeting was to deal with the annual report presented by the General Secretary and the election of a London district committee. Those who were present at the last annual meeting would remember that it was then agreed that the E.C. should act until this meeting was called and a London district committee elected. He believed that the London district committee would relieve the Executive Committee and the sub-Executive Committee of a great amount of detail work, and allow them to devote more time to the work of the Association in general.

He gathered from letters he had had, and from the Press, that the October programme had not been altogether a success, and that the Association had not accomplished what they had hoped to accomplish, and while, so far as the dramatic and cinema managers were concerned, an agreement had been arrived at, they had not yet been able to come to any agreement with regard to the variety houses. He hoped that the apparent failure, or delay, in disposing of these matters, had not disheartened them or the other members who were not present, or impeded the development of the Union in London; because, the more difficulty they encountered in seeking better conditions of employment, the greater need there was for unity and perfect loyalty. Now, more than ever, was there needed a perfect organization; perfect loyalty, in order to cope with the difficulties of the present situation.

The Chairman went on to say that with regard to the London District Committee, they hoped to elect a secretary for that committee, and that there were already one or two nominees for that position. The purpose was, to have one joint committee to deal with the interests of all the branches in London, and to give that special attention and consideration which was necessary to preserve our strength in London, and he hoped one of the first things would be to carefully study how best to improve the position of the Union and its members in London.

The Chairman then called on the General Secretary for his report.

The General Secretary said he believed he was voicing the sincere sentiments of all those present when he said how pleased they all were to have their worthy President with them once more. Those of them who had worked closely with him in the past for the Association, those who had been dealing with most important questions affecting the members, namely, wage movements, would realize that his help had been greatly missed; also his advice, during the recent struggle from October on to Christmas.

That morning he proposed to deal with his report from the time he was appointed. He took up office on June 21st, 1920, and would now give a short account of what he had accomplished during his six months of office.

Whilst a member of the E.C., he was a very strong advocate of the October programme. At the Holborn Empire a couple of years back, he moved from the platform that they should go forward with a standardization campaign. He then thought it would be possible to get this in October, but he regretted to say that his expectations had not materialized. He had come to realize that we must come down from idealism to practical politics, and since he had been appointed secretary he had given consideration to every branch of the Association.

With regard to the wage movements, he assumed that the agreement with the Society of West End Managers at the moment was the most important one. They would remember at the Kingsway Hall on Christmas Eve, they passed a resolution to the effect that on the understanding that the Society of West End Theatre Managers would meet them during the first week in February to consider the two outstanding points, they agreed to carry on over Christmas. That meeting had been held. They met the managers on February 1st and stated their case on behalf of the part-time workers who had got no increase; and also on behalf of the Union Shop question. The managers had no answer to our case, except "inability to pay," and the Chairman, Mr. Vedrenne, pointed out that the unemployed market was against us. The General Secretary then read a letter from the Society of West End Theatre Managers, stating that they had held a meeting on February 2nd, when the following resolutions were passed:

1. "That this Society, whilst expressing its continued willingness to recognize the N.A.T.E. as the Union representing the members of the theatre staffs, whose hours and conditions of employment are now covered by the recommendation of the Conciliation Board, cannot see its way to recommend managers to put up any notice relating to membership of the N.A.T.E."

2. "That the Society agrees that no notice to change the terms and conditions, as set out in the recommendations of the Conciliation Board, dated December 6th, 1920 (which shall constitute an agreement between the Society and the National Association of Theatrical Employees) shall be given by either party before June 30th, 1921, and that if, and when, notice is given, one month's notice shall be given setting out the alterations proposed and the reasons therefore."

The letter goes on to say:

"In passing this, my Society desires me to state that many members consider the recent rates are higher than the industry may reasonably be asked to bear, but in view of the amicable relations existing between our two organizations, and in order to secure more stability, the Society is willing to fix the period mentioned."

The General Secretary said he had been instructed to write and call for another meeting, and to tell them that we will accept their letter on conditions that none of our collecting stewards in any theatre or music hall which comes under their Society, shall be victimized in any way, but shall have general access to all our members.

He went on to say that the other important question which concerned the London members was the Variety question. They had met the Entertainment Protection Association and the Independent Variety Theatre Managers. At the meetings at the Canterbury he had told them that the managers had tried to turn them down. Owing to their action, he had found it necessary to write to the Chairman of the Entertainment National Industrial Council, Sir Oswald Stoll, and also to the Secretary of the Industrial Council. The Conciliation Board is to meet next Tuesday, at 109, Oxford Street, at 3 o'clock, for the purpose of discussing the whole Variety question on the basis of the West End. They would be meeting Mr. Walter Payne, Mr. Dix, and Mr. Morris Abrahams: one a manager, another a solicitor and the other a barrister. The result of the deliberations would be made known to the members at the earliest possible moment.

In December last, for the first time in the history of the N.A.T.E., they had really had a meeting of a National Executive, when a great deal of Executive business was transacted; but he wished to point out to the members that the Executive Officers could only go so far as they had the support of the members behind them, and that it behoved everyone to render what support they could to each of the Executive members.

The General Secretary went on to say it was the custom at the annual meeting to present a statement of accounts, but he regretted this was not yet ready. He mentioned that at the meeting at the Holborn Empire last June, they appointed a financial secretary to render these accounts, but owing to the laxity of some of the secretaries and stewards in sending in their branch accounts, it had not been possible to submit a statement to them that morning. When completed it would be printed in the JOURNAL, and the members would be able to satisfy themselves that everything is being conducted in a just and proper manner.*

Mr. Roberts, of the Carpenters' Branch, here moved the adoption of the General Secretary's report. He realized the difficulties the E.C. had met with within the last three months; but there were questions of vital importance which he was disappointed had not been mentioned in the General Secretary's report; not only local questions, but questions of a national character. One of these questions was in connection with the Sunday opening of theatres. The second was in connection with a National Theatre; but he was not going to talk on either of those two this morning. Number three was a purely local question, and he hoped it would not be considered a political question. It was the question of electing candidates for the L.C.C., if we cared to do so. Even if we had only one or two representatives on the floor of the County Hall, he thought it would be a valuable asset.

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* Consideration of claims upon the space available in the journal have caused the exclusion of the General Secretary's report dealing with the Executive Commiteee and his work in the provinces.

Mr. Roberts then moved the adoption of the General Secretary's report. This was seconded by Mr. Thurston of the Victoria Palace, and carried unanimously.

There was then a good deal of discussion with regard to the election of the L.D.C. Some members were of the opinion that the existing arrangements were the most satisfactory, as, for instance, in the case of loss of tools. They thought it would be ridiculous to have to wait while the matter was reported to the London District Committee, when, as is generally the case at present, it could be settled off-hand by the branch committee.

The Chairman pointed out that the L.D.C. was being elected to take the place of branch committees for general purposes. He assumed that the E.C. had tried to devise proportional representation not altogether on the basis of membership, not using the legal right of a branch, but what would be equitable and would result in the greatest possible efficiency and give most satisfaction amongst the members. Roughly speaking, it appeared that there are about 10,000 members in the seven London branches.

The two largest branches had got between them ten seats out of a possible seventeen. Personally he did not see how to get a fairer representation than this.

Mr. Collins, of Terry's, said he understood by the resolution that all branch committees would be merged into the L.D.C., and he wanted to ask how these committees were going to get to know the feelings of their branch members, and how were the L.D.C. going to get a mandate from the members?

The Chairman explained that they would get support through this committee, which might also be made a joint committee. If that committee, district or joint, desired to consult the cinema membership upon any question, or if the cinema membershp desired to have a meeting to consider any question affecting their interests, he assumed the L.D.C. would call a meeting with that committee. It meant that this joint committee would undertake negotiations with regard to wages and conditions affecting any section in the Metropolitan area.

The General Secretary mentioned that three weeks ago he circularized all the stewards in every house in the Metropolitan area, sending them nomination forms and asking them to call meetings. He took it that all nominees were known to those who proposed and seconded them, and that was all that the rules allowed.

Mr. Roberts said it was not quite clear to him whether that resolution met the policy of the branch committees now existing; but if that was so he was prepared to move an amendment, but he would first of all read the resolution to them:

"Resolved that the members of the London branches agree to the allocation of representation from the London branches, as shown on the voting paper, to constitute a London district committee and to elect that committee here this morning. The London district committee so elected shall take the place of the existing branch committee for general purposes and as per rule."

The subject of the nominee from the Stoll Co. was then brought up by someone in the hall, and a good deal of heated discussion followed.

Mr. Roberts said if the last sentence in the resolution were deleted it would meet the situation he thought, and avoid any ill-feeling in the near future. If it was passed as it was, somebody might give it quite a different interpretation to what they were trying to get at that morning.

It was then moved by Mr. Roberts, and seconded by Mr. Collins, of Terry's, that the last sentence in the resolution be deleted therefrom, that:

"The London District Committee so elected shall take the place of the existing branch committees for general purposes and as per rule."

The Chairman mentioned that if this amendment was carried, it would mean calling a general meeting of every London branch to decide whether they will or will not hand their business over to the L.D.C. or whether they will continue with branch committees. Then the various branches would have to make nominations for branch committees. There were seven branches in London. That would mean seven committees, seven sets of officers. In the past the E.C., which was a committee consisting of representatives from the London branches, took over the conduct of the wage movements and they acted for all the London branches. Practically all grievances had gone before that committee. He really did not see why they wanted to maintain machinery for the purpose of deciding loss of tools. The members of the L.D.C. were members of the Union, and were in a position to say whether a claim was a legitimate one or not, and they had the benevolent fund to apply to. It practically meant, with the exception of the carpenters, that the various branch committees have had nothing to do but deal with applications for membership. The wage movements had been conducted by the E.C. and general officers. He thought Mr. Collins ought to tell them why he wanted his committee to continue. It would be a simple matter for the D.C. or the joint committee to appoint sectional representation as a sub-committee to deal with any small sectional matters.

Mr. Collins said he maintained that only branch committees could deal with branch questions. He also stated that a branch committee could form a mandate in a consolidated form for members of the L.D.C. to take forward and know what they were talking about. He was of the opinion that they were doing no good in washing out the branch committees, and he thought it only right that every branch committee should have a branch secretary.

The amendment was then put to the vote and was lost on a show of hands.

The resolution was then moved by Mr. Morris and seconded by Mr. Portsmouth of the No. 5 branch, as follows:

"Resolved that the members of the London branches agree to the allocation of representation from the London branches (as shown on the voting papers issued at this meeting) to constitute a London District Committee and to elect that committee here this morning.

"The London District Committee so elected shall take the place of the existing branch committees for general purposes and as per rule."

This was put to the vote and carried unanimously by show of hands.

The Chairman then called on Mr. Kelly, of Glasgow, to move a vote of thanks to Mr. Gillespie for so kindly lending them the hall.

Mr. Kelly said, before he moved a vote of thanks to Mr. Gillespie he would like to tell the London members how pleased he was to be there and to listen to the debate that had taken place that morning. He was pleased with the fighting spirit in certain sections. He thought the rank and file should be the authority of the Union and see that their aims and objects were attained. He urged them never to turn back when the odds are against them, but to let the people know that what they want is fair and just and what they want they are going to have. It gave him great pleasure to move a vote of thanks to Mr. Gillespie. He could tell them, where he came from in Glasgow, they did not get the same opportunity of having such a splendid hall lent to them. He possibly more than anyone there could appreciate the compliment.

The Chairman called on Mr. White, of Bristol, to second the vote of thanks.

Mr. White said that when he was called up to London he had hoped that he would have the opportunity of getting into close touch with the London people, in order to exchange views on the Association as a whole. He had much pleasure in seconding the vote of thanks to Mr. Gillespie for the loan of that magnificent hall.

This was carried unanimously.

The Chairman then declared the meeting closed, thanked them for their attendance there and hoped they would take note of the advice given by the various speakers.

The meeting closed at 1.30.

## *Organizer's Report.*

*Oldham.*—I was greatly impressed on the work being done here. There is no slacking of effort and things are getting on a very solid basis. The main object of my visit was in connection with the cinema operators. They, like many others, were in another organization, contrary to the principles of industrial Unionism, and desired to have their particular case explained. A meeting was held on Sunday, March 20th, and, with the assistance of Bro. Mitchell the problem was solved, I hope, once and for all on their behalf. All present decided to return to their old Association, thus placing Oldham on a stronger footing by becoming a real industrial branch.

Bro. Graydon, secretary, has worked very hard to attain this object and is a real live wire. His home is a miniature central office, and every credit is due to him for his methods of carrying out his duties.

A. W. Muir (London).

Who were the organizers and branch secretary who met Bro. Wildgoose on a wild-goose chase looking for Derbyshire in Manchester?

## *Financial Secretary's Notes.*

*New Members' Cards.*—At the quarterly meeting of the Executive Committee held last month, an important alteration in routine was authorized by the decision to issue cards and rules direct to new members. A circular letter, explaining the method of payment of contributions and briefly outlining the constitution of the Union, will be enclosed.

*Second Quarter's Cards.*—Attention is directed to page three of the membership card for the second quarter. Each member should sign his name in the space provided, so that the card may not be used by any other person. The member's private address should also be filled in. This will enable Central Office and Branch Secretaries to keep the membership registers up to date.

*Branch and Stewards' Correspondence.*—A serious cause for complaint has been brought to light recently. The branch committee in question had been blaming Central Office for lack of information, whereas it eventually transpired that the branch secretary had been withholding correspondence and reports. More than once a similar complaint has been made regarding Collecting Stewards in London, who treated correspondence from Central Office as private information. Members are strongly advised to press for all correspondence, circulars, reports, etc., from Central Office to be circulated or otherwise made known, and to complain direct to the General Secretary if the required information is not forthcoming.

*Defaulting Officials.*—Elsewhere in this issue is published a warning with respect to the withholding of monies collected on behalf of the Union. All branch secretaries and treasurers are now insured in a fidelity guarantee policy, and the insurance company insists upon legal proceedings being taken against defaulters in every instance. Unless branch secretaries strictly comply with the regulations laid down for the issue of stamps, it is impossible to prove default in a court of law. A case has recently been considered by the Executive Committee which unfortunately had this defect, and the question of legal proceedings could not, therefore, be entertained.

*Contribution Cards.*—No member or official has power to alter the member's name on a contribution card in order that it may be used a second time by another member. To do so is equivalent to fraud, and in the case of a lapsed member, amounts to theft of his stamps.

## *London Variety Theatres Agreement.*

A report was given in our last issue of the then state of affairs relating to this matter. On March 31st the following letter was received from the Managers' Association:

"Dear Sir,—The members of the Conciliation Board of the E.N.I.C., appointed by this Association, reported to it to-day the proceedings at the two recent meetings of the Board, when my Association unanimously resolved that, in view of the confirmation by events of the outlook anticipated in the resolution forwarded to you on January 4th last, its members cannot see their way to grant any increases in the minimum rates contained in the agreement of March, 1920."

Resolution referred to received January 4th, 1920:

"Resolved by this meeting, representing every suburban variety theatre in the Metropolitan area, after careful consideration of the demands put forward by the N.A.T.E., that in view of the adverse conditions which have prevailed in the entertainment industry during the past six months and the unsatisfactory outlook in industry generally, the managers are not prepared to grant any increases in the general rates of pay."

The London District Committee met on Sunday, April 3rd, and passed the following resolution:

"That we, the London District Committee of the N.A.T.E. express our surprise and disappointment at the reply we received from the Entertainments Proprietors' Association *re* the wage claims, and in view of the fact that the so-called Conciliation Board was not formed and has not proceeded in accordance with the constitution of the E.N.I.C., report of the matter be sent forthwith to the E.C. of the E.N.I.C., deploring the fact that the Conciliation Board has not met to consider the matter and to submit recommendation to the parties concerned."

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*All members are specially warned that, in this Union, there is only one method of paying contributions, which is by means of the specially printed N.A.T.E. stamps affixed to the official quarterly membership cards. All other methods of payment, stamps or cards, and all statements to the contrary, are unauthorized and breaches of rule. Every member is, therefore, warned against irregular practices, and will confer a benefit to the Union by instantly reporting such matters to the General Secretary.*

## *Correspondence.*

### OFFICIALISM.

It was a lovely day, March 6th, and all roads led to the London Hippodrome where the annual general meeting of the N.A.T.E. was being held. When we arrived there we saw our G.S. outside saying, "Come on, lads, we want to make an early start this morning." We went inside and were amazed to see such a poor attendance. Out of 10,000 members in the London area only about 1,500 were present. We began to ask one another what was the cause of such bad attendance and we heard from all sides "the Metropolitan programme." Have the members lost confidence in our officials? If so, why? When the Metropolitan programme was launched, heads of departments of the West End were getting £5 10s. to £5 15s. per week. Bro. Cannon has told us that members of the variety theatres were working 57 hours for £3 1s., but we find theatres in the Suburban districts are only paying £3 and £2 15s. Now, in the name of justice, who should have had the first consideration? A moment's thought would suggest the bottom dog. Well, Bro. Cannon worked in the West End. Our E.C. consists of eight members; seven out of these belong to West End theatres, and one variety. Bro. Cannon has told us the Union is what the members make it, but very often our officials betray their trust. May I remind our G.S. that Bro. Johnson, our worthy President, told us at the Palace that they knew all about the agreement that was about to expire. We are the boys of the old brigade; send us back victorious and we'll carve our way to glory—result—Elected *en bloc*. Our G.S. tells us in the February Journal that the Managers' Association is divided into four. Did not our officials know that when they prepared the Metropolitan programme? It seems very much like knocking-next-door to being elected under false pretences. Then take the election of the London District Committee; 10,000 members with 14 votes apiece should total 140,000, and yet we find that only 6,299 votes were recorded. What is wrong with the voting system? Now, if it is good enough to send circulars to every theatre asking members to record the votes for Bros. Platt and Mason for the position of vice-president, surely it is good for the London District Committee. Is it not time we got out of the old rut and into the line of progress? We hear rumours that the position of London district secretary is being created for a well-known member of the Carpenters' Branch for services rendered behind the scenes at Portugal Street. We cannot get to know what salary is going to be paid, but I should imagine it cannot be done under £6 or £8 per week, so brothers and sisters, watch your finance. We must remember that Bro. Mason carried secretarial duties alone for about 15,000 to 20,000 members, but since we have paid the 100 per cent. increased contributions we have created a financial secretary, and now they are going to swing another secretary on to us, while we have brothers and sisters walking about London, Manchester and Liverpool starving. What is being done for them? Only on March 2nd, a brother and sister came to our theatre and asked to see the steward of the N.A.T.E. They had not tasted food for fifty hours. We sent for some bread and cheese and Oxo. They ate like famished wolves. We then helped them on the road to Watford, where they were about to accept a job as carpenter and wardrobe mistress for the magnificent joint salary of £4 2s. 6d. Now it is time we started an unemployment fund (it can be done and at 6d. per week) to spend our money in assisting brothers and sisters instead of creating officialism, but it seems to me that if anyone dares to suggest to Portugal Street anything relating to finance it is like waving a red flag to a ferocious bull. Now I challenge our G.S. and E.C. to take a postcard ballot asking the members, "Are you in favour of a London district secretary with a salary of £6 or £8 per week, or an unemployment scheme? Please put x to yes or no. What would the result be?

S. Merritt (Card No. 1,272).

## *Court News.*

Two London members, formerly collecting stewards, were summoned on March 18th at Lambeth County Court for non-payment of monies collected on behalf of the Association.

The Registrar ordered both defendants to pay the amount claimed with costs.

A third case, fixed for March 23rd at West London County Court, was compromised by the defendant paying the money into court on the previous day.

The Executive Committee trusts that further proceedings of this nature will not be necessary.

# Editorial Notes.

*The N.A.T.E. JOURNAL* is the official organ of the National Association of Theatrical Employees, and is conducted by the Executive Committee of the Union.

*All communications should be plainly written on one side of the paper only, must deal with subjects of general interest, and must bear the writer's signature, name of branch, and national number. Copy must be sent to the N.A.T.E. Offices, 29-31, Portugal Street, London, W.C. 2, clearly marked "Journal," before the first day of the month of issue.*

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*The E.T.U. and Ourselves.*

The negotiations with the Electrical Trades Union have been of a protracted and unsatisfactory nature. At the last meeting of our E.C. it was decided that these negotiations be terminated and a statement of our case submitted to the General Council of the Trade Union Congress.

The E.T.U. are claiming the right to organize all electrical workers in the entertainment industry, this claim the N.A.T.E. cannot entertain. To show what the E.T.U. claim means we give below the E.T.U. interpretation of electrical workers from their union point of view:

* * * *

"*Cinemas:*

(*a*) The staff in the operating box.

(*b*) The staff engaged on electric lighting, power, etc., of the halls, installation, maintenance, alteration and repair.

*Theatres and Music Halls:*

The staff engaged on the installation, running, maintenance, alteration and repair of the whole of the electrical apparatus installed, viz., electric lighting, power, telephones, bells, heating, etc."

Thus the E.T.U. are claiming all employed upon, or in connection with, electrical work in places of amusement.

The N.A.T.E. will not give up the right to organize this section in industrial unity with all other sections. The efforts of the E.T.U. are disruptive of our movement and they must be resisted.

The question has again come up from negotiations with the A.M.U. regarding our federation or amalgamation with that Union, and the A.M.U. have been informed that any agreement between the A.M.U. and the E.T.U. will seriously affect the attitude of our members upon the proposal for a closer working agreement between the A.M.U. and the N.A.T.E.

The E.T.U. is a rival union and is in the same relation to our movement for industrial unity as was the N.O.A. a rival union of musicians to the A.M.U.

The position has been further confused and complicated by the use which the E.T.U. are making of a casual proposal made by J. B. Williams, G.S. of the A.M.U., when presiding over a conference of the E.T.U. and our representatives, when Williams asked if an agreement could be come to on the following basis:

"The present electrical workers members of the N.A.T.E. to retain their membership of that Union; in future all electrical workers to be members of the E.T.U."

This suggestion has been circulated by the E.T.U. as if it were the official proposal of the A.M.U. and in our judgment is a very improper use of such casual suggestion, which the N.A.T.E. refused on the spot to accept. We can only enter into relations with the E.T.U. on the basis of our Union being recognized by the E.T.U. as the Industrial Union having jurisdiction over all organized workers employed in the entertainment industry, except the musicians, actors and artistes.

Our members are urged to act accordingly.

* * * *

*Affiliation with the National Labour Party.*

This question is being submitted to members and voting papers will be issued this month. The question was discussed at the National Delegate meeting and the following was agreed to as object four, rule three:

"To further, as far as the same may be, a lawful object of a Trade Union, the interests of members by providing for the election of a member or members to Parliament and upon local governing bodies."

The political fund was to be formed by allocating 1s. per member per year from the established contribution paid by each member. When the E.C. met last December, this point was omitted from the general rules under a misapprehension. We imagine few, if any, of our members will be opposed to this proposal, in view of the great difficulty which all trade unions—even the strongest—meet in striving to raise or maintain wages. The capitalist system can only be permanently and effectively modified or changed by legislation. Legislation in the general interests of the wage workers can only be secured when the Labour Party is in power.

The Labour Party cannot form a Government until it obtains a majority in the House of Commons. It cannot obtain a majority in the House of Commons until it receives the necessary support from a majority of those men and women who have the right to vote. In the past the workers have fought the employing class through their trade union in a wasteful and often despairing fashion and have voted for the election to Parliament of representatives of the employing class, thus stultifying their own trade union efforts by giving political power to the employing class. There is no hope for the workers except through industrial and political unity. We, in common with all other sections of workers, need the help of the Labour Party. The Labour Party needs our help. We ought not to remain non-unionists for political purposes, and taking the opinions of the delegate meeting as a guide, we strongly recommend all members eligible to do so to vote for an immediate affiliation with the Labour Party.

* * * *

*Ballot.*

Ballot papers are being prepared for distribution to financial members upon the following questions:

1. Election of Vice-President.
2. Election of General Trustees.
3. Affiliation with the Labour Party.
4. Nomination of the General President as the Parliamentary candidate for the Union.
5. Federation or amalgamation with any other Union connected with the industry having an exclusive entertainment industry membership—these Unions are the A.M.U., the Actors' Association and the V.A.F.

It is proposed to have the voting papers ready by May 18th, the same to be returned within one month of that date. The papers will be distributed in an envelope addressed to each member and will contain an envelope addressed to the N.A.T.E. for each member to enclose his voting papers and seal the same for return to the C.O.

The branch committees will arrange for the distribution of these voting papers at meetings called for the purpose, or to any financial member calling at the branch office for same. It is, therefore, important that all members shall return their expired first quarter 1921 card to show his or her financial standing and right to be given a voting paper. A member returning his card before June 18th, and being not eight weeks in arrears will be entitled to a voting paper.

* * * *

*The Entertainment National Industrial Council.*

A general feeling of dissatisfaction exists regarding the delay which occurs in dealing with matters referred to the E.C. of this body.

Both sides are under an obligation to refer matters in dispute relating to wage questions to the E.N.I.C. before exercising liberty of action, but if the E.C. of the E.N.I.C. does not meet, a feeling is created that the E.N.I.C. is being used to cause delay.

Part of the blame may be due to a want of precision in the statement made by the parties to the E.N.I.C., and we ought to ensure that no blame can be attached to the N.A.T.E. on this ground. Will our branch secretaries and district secretaries, therefore, make prompt and full reports, which should contain names and full addresses of all employers concerned and details of the matters in dispute. We should not condemn the E.N.I.C. until its influence has been tested and exhausted.

* * * *

*Federation with the A.A.*

The Actors' Association have approached our committee on this question and have passed a resolution in favour. It is intended to hold a conference this month, to which the four Unions connected with our industry will be invited to send representatives, as our view is that all four Unions should confer and, if possible, agree upon the question.

The following proposals were submitted last year by the A.M.U.:

1. To form a federation of musicians and staffs (entertainment industry), such being a preliminary step to amalgamation of the A.M.U. and the N.A.T.E.
2. To elect a joint executive of twelve (six from each Society).
3. To appoint a chairman, vice-chairman, treasurer and secretary, to act as an emergency committee.
4. To use every possible means to put forward wage demands jointly.
5. To direct the Organizer to enrol any non-

members in Society for which non-members are eligible.

6. To press jointly for recognition only of the A.M.U. or N.A.T.E. as the National Societies covering the musicians and staffs in the entertainment industry.

7. Each Society to bear its own financial liabilities, save and except such joint expenses as may be sanctioned by the Joint Executive.

* * * *

*Bro. Merritt's Letter.*

The letter we publish in this issue from Brother S. Merritt is published as a good illustration of how not to do a thing. It is a good example of the careless, inaccurate and unbrotherly form of criticism now, unfortunately, too prevalent in the trade and labour movement. We do not impute any deliberately unworthy motive to Bro. Merritt, but we think he has not realized how serious, how unfair, some of his assertions are. Some of the inaccurate assumptions are trivial, some are important. For instance, taking them in the order recorded in the letter—did he expect the London Hippodrome to hold 10,000 members? He asks, "Have the members lost confidence in our officials?" Does he ask this because of a poor attendance at the Hippodrome meeting, or because the officials referred to have not produced the desired results from the negotiations in connection with the Metropolitan programme? Bro. Merritt makes comparisons between the West End heads of departments' wage and that of Suburban variety theatre daymen. Of what use is such a comparison, used in relation to some alleged loss of confidence in our officials? It is perfectly well known to all members conversant with any of the negotiations conducted during the past few years that the Union has sought to level up wages and to get more for the "bottom dog," but no union, so far as we know, has yet secured a national or district rate for its members irrespective of position in the industry.

Take the N.U.R. and the Miners' Federation for example, two of the strongest unions in the world. Our E.C. does not "consist of eight members." It consists of fifteen members, eight of whom reside in the Metropolitan area. Bro. Merritt says, "Often our officials betray their trust." This is an inexcusable slander which Bro. Merritt is in duty bound to withdraw immediately, because he has not, and we hope cannot justify that statement. We do not say such a statement has not been made before, and we may be blamed for giving publicity to it in our Journal, but we feel it is better to face this thing in the open, and we hope that what we say here upon it may act as a deterrent to the repetition, verbal or otherwise, of such reckless, unbrotherly observations. If Bro. Merritt, or any other member, neglects to use his right to communicate with his branch committee and to face an inquiry into such a statement, and the men he accuses by such allegations, he deserves the exposure which the publication of his letter brings upon him.

It is true that all London members who read the printed matter issued to them do know all about the agreement entered into with London managers. The members were fully informed as to the proposal to standardize the wages for the various sections employed in all Metropolitan places of amusement. It is true the members did not know whether the dramatic, variety and picture theatre proprietors, who are organized in separate societies, would co-operate to negotiate with the Union in regard to the Metropolitan programme. As a matter of fact it is now clear that the proprietors did agree to collectively oppose, generally, the Metropolitan programme and to negotiate separately with the Union upon it. The London members were, in all cases, consulted, and their sanction obtained at general meetings in regard to the policy to be pursued and the objects to be aimed at by our officials.

Brother Merritt says the election of the London members of the E.C. was "much like knocking next door to being elected under false pretences." We refrain from saying what we think of such an observation in order to show Bro. Merritt how patient and kindhearted we are, and we hope the members of the E.C. referred to will also spare Bro. Merritt. The voting papers for the election of members nominated for election to the London District Committee were, by rule, only circulated to the members attending the meeting. If members desire such an election to be by ballot, let them through their branch meetings seek to incorporate such a provision in their branch or district bye-laws, but it is doubtful whether a ballot would disclose a higher percentage of votes, and in any case you cannot criticize our officials on a ballot paper so effectively as you can face to face at a general meeting, when our officials would have an opportunity of replying. The voting at the London theatres for Bros. Mason and Platt, candidates for the vice-presidency, was contrary to rule and was declared invalid at the following E.C. meeting. The position of London district secretary was not created for any particular person, it was created to provide better attention being given to the interests of the London members. The reference to Bro. H. Roberts is amusing to those who know all the circumstances. He has never been "behind the scenes at Portugal Street," and owes his appointment to the fact that he was regarded as the best man among the candidates available for the position, and he was unanimously recommended by the London District Committee representing the London branches. The reference to Bro. Mason also shows the same lack of knowledge of the facts, and it is, perhaps, sufficient to say that Bro. Mason retired on medical advice and that he seriously injured his health in attempting to do what Bro. Merritt says he did do. The fact is the Union has and is trying to organize the theatrical employees of this country with insufficient means and organizers. Bro. Merritt suggests an "unemployed scheme." This question came before the national delegate meeting. He challenges the E.C. to take a postcard vote of the members on the question. We challenge him to produce a scheme and show our officials how it will work, and we promise him reasonable facilities in the JOURNAL to do so.

If, also, he has any useful view on finance, the JOURNAL is open to him; the meetings are open to him and we feel sure his branch committee would like to hear him on the question. We have dealt at length with Bro. Merritt's letter in this issue because, first, he is a type of Trade Unionist who, making reckless and random statements, does much to destroy that spirit of Brotherhood which trade unionism, properly understood, should create among the workers, and secondly, because he has no doubt expressed in writing what other discontented, ill-informed members, who won't trouble to seek knowledge of the facts, are saying in holes and corners, and thirdly, because it would be unjust to the honest and conscientious hard-working members referred to by Bro. Merritt to allow his careless, inaccurate and unfounded statements to be circulated without their nature being exposed even in the inadequate terms we have used. We bear no ill-will to Bro. Merritt. We suggest to him he ought to make amends, and we hope other members who are inclined towards his view of things will think twice or more times before repeating such statements. It is a cruel thing to arouse distrust and suspicions without good cause and thus sap the unity of a movement and the loyalty of members to their trade union. Insist by all means upon having honest, courageous and efficient management of your affairs, but do so in a brotherly and reasonable manner. A few facts will generally be found useful by any critic.

## *Organizers' Reports.*

I am glad to be able to report that all our members in Yorkshire are taking great interest in our JOURNAL. Since July, steady progress has been made, new branches being formed in Wakefield, Bishop Auckland, and Rotherham. Increases in wages have been obtained for Leeds, Wakefield, and Castleford, with the help of Bros. Turner and Palliser. Bro. Turner has also obtained good increases for Halifax branch. I have held organizing meetings in Huddersfield, Hull, Halifax, Castleford, and Wakefield, and at Sheffield and Birmingham with Bro. Cannon, our G.S., I was also assisted by Bro. Finley, London organizer, who did good work during his short stay with me in Birmingham, and I am confident that we will have a big branch in Birmingham before long. I have also been to Darlington and helped to put things right there, but owing to the local manager of the Court and Arcade Cinemas not being able to do anything in the wage question, it is now waiting consideration with their head office. On coming away the members, through Mr. Vale, stage manager at the Hippodrome, presented me with a nice cigarette case. There is also the District Council of which Bro. Turner is chairman, and I may say that no time has been lost, but good work done during its short existence.

At the time of going to press, I had occasion to go before the Sheffield Trades Council on the question of other unions attempting to organize in our industry. This business must now stop, and I am looking to our members to do a little in this matter, because while the employees are divided there is no hope of bringing about a better standard of living for them.

I now claim that the N.A.T.E. is the only union that can do anything for our people. therefore I appeal to all members to see to it that there is only the N.A.T.E. in the field. We have a battle raging in front of us at the present time and we must prepare to meet it, and we can only meet it through being organized. I am confident that the N.A.T.E. will be able to do far better things than it has done if only we combine. I say the same thing to my brother operators, and I hope that they will soon realize their position in the industry as pointed out by Bro. Muir. I will say more on this question in our next issue.

B. GORHAM (Yorkshire and Midlands).

*Nottingham.*—On my second visit here, I am pleased to state that a considerable improvement has been made by the officers and committee appointed at the last election. Among the new members they have secured one or two stalwarts who will no doubt strengthen the branch, and with the visit of the General Secretary on Sunday, March 27th, there is every possibility of a considerable improvement in the near future for the members in Nottingham.

Motto: "One for all, and all for one."

A. W. Muir (London).

## *Wages Awards and Agreements.*

### WIGAN.

Agreement entered into between the Wigan Cinematograph Exhibitors' Association and the National Association of Theatrical Employees at the Clarence Hotel, Wigan, March 17th, 1921. To establish and perpetuate amicable relations between the parties to this agreement and to give security to the members of the Association now in the employment of the management and to ensure to the management the best services of the members and of the Association in furthering and protecting mutual interests.

1. The present rules and conditions of employment to continue.

2. This agreement to date from Monday, March 14th, 1921.

3. This agreement shall remain in force for a period of twelve months. The National Association of Theatrical Employees on the one hand or the Wigan Cinematograph Exhibitors' Association (for the places named herein) on the other hand, may give three months' notice in writing on or before December 18th, 1921, to the other party with regard to a further conference being held to discuss this agreement with a view to alter, vary, cancel, or put an end to the said terms and conditions or any of them, for, on and after March 15th, 1922.

4. Day Staffs (male) employed in the theatres herein named as weekly employees to receive an advance of five shillings (5s.) per week. Any advance which may have been given by the employer to any worker since November 1st, 1920, shall be taken as part of the advance now stated.

5. Night staffs (male and female) employed to work the performance shall receive an advance of sixpence (6d.) per night.

6. Cleaners.—To receive an advance of five shillings per week.

7. These increases to apply to Pavilion, County Playhouse, Palace and Empire only. The Palace (Hindley), Kings, and Queens (Pemberton) left for further negotiations.

Should the National Entertainments Industrial Council, during the period of this agreement arrive at a unanimous decision with regard to a preference clause, and embody such clause in awards given and agreements arrived at, under the rules, regulations, and constitution of the National Entertainments Joint Industrial Council, such preference clause to be accepted by both parties to this agreement as an added clause.

Signed on behalf of the Wigan Cinematograph Exhibitors' Association.

H. Speakman.

Signed on behalf of the National Association of Theatrical Employees.

Terence Cannon.

Agreement entered into between the Wigan Entertainments Company Ltd., and the National Association of Theatrical Employees at the Clarence Hotel, Wigan, March 17th, 1921. To establish and perpetuate amicable relations between the parties to this agreement and to give security to the members of the Association now in the employment of the management and to ensure to the management the best services of the members and of the Association in furthering and protecting mutual interests.

1. The present rules and conditions of employment, etc., to continue.

2. This agreement to date from Monday, March 14th, 1921.

3. This agreement shall remain in force for a period of twelve months. The National Association of Theatrical Employees on the one hand, or the Wigan Entertainments Company Limited (for the places named herein) on the other hand, may give three months' notice in writing on or before December 18th, 1921, to the other party with regard to a further conference being held to discuss this agreement, with a view to alter, vary, cancel, or put an end to the said terms and conditions or any of them, for, on and after March 15th, 1922.

4. Day Staffs (male) employed in the theatres herein named as weekly employees to receive an advance of five shillings (5s.) per week. Any advance which may have been given by the employer to any worker since November 1st, 1920, shall be taken as part of the advance now stated. Lady booking clerk and barmaid to receive an advance of three shillings (3s.) per week.

5. Night Staffs (male and female) employed to work the performance shall receive an advance of sixpence (6d.) per night.

6. Cleaners.—To receive an advance of five shillings (5s.) per week.

7. These increases to apply to the Hippodrome and Royal Court Theatre.

Should the National Entertainments industrial Council, during the period of this agreement arrive at a unanimous decision with regard to a preference clause, and embody such clause in awards given and agreements arrived at, under the rules, regulations, and constitution of the National Entertainments Joint Industrial Council, such preference clause to be accepted by both parties to this agreement as an added clause.

Signed on behalf of the Wigan Entertainments Co. Ltd.

F. Worswick.

Signed on behalf of the National Association of Theatrical Employees.

Terence Cannon.

## SWINDON.

An agreement entered into between Mr. Manners of the Wiltshire Entertainments Co., Empire Theatre, Swindon, and Mr. Terence Cannon representing the National Association of Theatrical Employees:

To establish and perpetuate amicable relations between the parties to this agreement and to give security to the members of the Association now in the employment of the management and to ensure to the management the best services of the members and of the Association in furthering and protecting mutual interests.

1. The present rules and conditions of employment to continue.

2. The agreement to date from Monday, April 4th, 1921.

3. This agreement to remain in force for a period of six months. The National Association of Theatrical Employees on the one hand, or the Wiltshire Entertainments Co., on the other hand, may give one month's notice in writing on or before October 1st, 1921, to the other party with regard to a further conference being held to discuss this agreement, with a view to alter, vary, cancel, or put an end to the said terms and conditions, or any of them for on and after January 31st, 1922.

4. *The Day Staff employed in the Empire Theatre, Swindon*: Master Carpenters to have 10s. per week increase. Property masters and Electricians 7s. 6d. per week increase. Box Office Keeper to have 5s. per week increase.

5. *Night Staffs: at Back of the House:* To have an increase of 3s. 6d. per week.

6. *Night Staffs at Front of the House (Male)*: To have an increase of 2s. per week.

7. *Bernard Woodbridge, Cashier:* To have an increase of 3s. per week.

8. This increase to apply to the Empire, Swindon.

9. Should the National Entertainments Industrial Council, during the period of this agreement arrive at a unanimous decision with regard to a preference clause, and embody such clause in awards given and agreements arrived at, under the rules, regulations and constitution of the National Entertainment Joint Industrial Council, such preference clause to be accepted by both parties to this agreement as an added clause.

Signed on behalf of the Wiltshire Entertainments Co.

A. Manners.

Signed on behalf of the National Association of Theatrical Employees.

Terence Cannon.

March 24th, 1921.

## CARDIFF, NEWPORT, SWANSEA.

At a Wage Conference held at Cardiff between the National Association of Theatrical Employees and the representatives of the Moss Empires for Cardiff Empire, Swansea Empire and Newport Empire, the following working conditions and rates of pay were agreed upon.

Representing Moss Empires: Mr. Charcot, London; Mr. T. Hutchinson, Cardiff Empire (Manager); Mr. Holland, Newport Empire (Manager).

Representing the National Association of Theatrical Employees: Mr. Terence Cannon, General Secretary; Mr. T. O'Brien, South Wales and West of England Organizer; Mr. W. Hunt, Secretary, Cardiff Branch.

This agreement shall come into operation on Monday, January 31st, 1921.

Where, in any theatre, a contract is made to supply employees for any department to work in the theatre, such contract shall provide that the rates of pay shall not be less, or the working hours exceed, the rates and hours specified herein for services rendered in the theatre or its workshops by the employees provided under such contract.

Note.—With regard to existing contracts, a joint letter from both parties to this agreement and award shall be sent to such contractors recommending the adoption by them of the terms of this agreement and award.

## PART I.

### Heads of Departments.

(*a*) Stage Managers, Chief Electricians, Engineers and Property Masters.

(*b*) 10s. per week increase. (Cardiff only—minimum rate £5 per week.)

(*c*) Hours.—Maximum weekly hours for

weekly rate, 54 per week during the six working days.

### OVERTIME RATES.

(*d*) After 3 p.m., on Saturdays, between 50 and 60 hours, time-and-half rate per hour. Over 66 hours and on Sundays, Good Friday, Christmas Day, and after 12 midnight, until starting time next day, double time rate.

## PART II.

### FRONT OF HOUSE STAFF.

1. Men working 54 hours in or out of the theatre to be paid not less than £3 per week.

2. Overtime on Day Work.—The single time working day rate shall be between 9 a.m. and 5 p.m. on the first five days of the week, allowing an hour for dinner; on Saturday, 9 a.m. to 1 p.m. The minimum day working time on the days named shall be four hours per day. Time-and-half rate between 7 a.m. and 9 a.m. when not on all night work; between 5 p.m. and 8 p.m. (not being performance time). Double time rate between 8 p.m. and 9 a.m. (not being performance time); after the evening performance till starting time next day. On Saturday after 1 p.m., on Sunday, Christmas Day, Good Friday and when the dinner hour is worked at the request of the employer.

## PART III.

### DAYMEN EMPLOYED IN A STAGE DEPARTMENT.

(*a*) 2s. per hour for day work.

(*b*) Hours and overtime as above. Clauses 1 and 2.

## PART IV.

### PERFORMANCE RATE AND TIME: STAGE DEPARTMENT.

(*a*) Employees engaged in stage departments must be on duty at the time the curtain goes up.

(*b*) Unless engaged for that evening only, any person employed to work during a performance on a Monday evening shall be so employed for the remainder of the week, unless misconduct shall justify his or her dismissal.

(*c*) Time to be charged for in the case of a performance from the time the employed is "called" when "called" prior to the rise of the curtain, and to the time when the employee is free to go after the fall of the curtain.

*Minimum Rate.*—4s. per night and 4s. per matinée.

(*d*) *Maximum time for minimum rate:* Five hours per night and three hours per matinée.

(*e*) Leading Flyman and leading Stage Hand, or employees required to appear in sight: 6d. per night and 6d. per matinée.

## PART V.

### PERFORMANCE RATE AND TIME: FRONT OF HOUSE.

(*a*) Front of House employees must attend in time to be on duty when the doors open.

(*b*) Unless engaged for that evening only any person employed to work during a performance on a Monday evening shall be so employed for the remainder of the week, unless misconduct shall justify his or her dismissal.

(*c*) Time to be charged from the time the employee is "called," when "called" prior to the doors being opened, and to the time when the employee is free to go after the fall of the curtain.

(*d*) Money-takers, Check-takers, Janitors, Ushers, Attendants and Linkmen. Minimum rate: 3s. 6d. per night and 3s. 6d. per matinée.

(*e*) Maximum time for minimum rate: 5½ hours per night and 3½ hours per matinée or part thereof.

(*f*) Programme Sellers: 15s. per week of 6 nights and 2s. per matinée. Programme Sellers engaged on a commission basis, the same shall continue, but each employee shall be guaranteed the minimum rate above and retain any commissions and gratuities earned in excess thereof.

(*g*) Maximum time for minimum rate: 5½ hours per night and 3½ hours per matinée.

(*h*) *Special*: With regard to Programme Sellers and Cloakroom Attendants, the rate is subject to the condition that in broken weeks when, after due notice, the theatre is closed, a *pro rata* wage may be paid.

(*i*) Money-takers and Programme Sellers shall be free to go after cashing up, half an hour before the end of the matinée or second evening performance.

## PART VI.

### BOX OFFICE.

To be reconsidered on March 31st.

## PART VII.

### ADVERTISING DEPARTMENT.

(*a*) Chief Bill Inspector, minimum rate: £3 per week.

(*b*) Hours: 48 hours per week.

(*c*) Overtime: As in Part I.

## PART VIII.

### HOUSEKEEPERS' DEPARTMENT.

(*a*) Housekeeper, minimum rate: £1 16s. per week.

(*b*) Hours: 48 hours per week.

(*c*) Overtime: Single time rate between 48 and 54 hours. Time-and-half rate between

54 and 60 hours. Double time rate for all time in excess of 60 hours, and on Sunday, Good Friday and Christmas Day.

(*a*) Women Cleaners, minimum rate: 10d. per hour with a minimum of 22s. 6d. per week. Minimum for Sunday double time rate.

Where a Housekeeper is not employed, the forewoman shall be paid 6d. extra per day.

(*b*) Overtime and hours: Between 8 a.m. and 4 p.m. single time rate; between 6 and 8 a.m. and 4 and 7 p.m., time-and-half rate; other time and after 2 p.m. on Saturday, double time rate. For a "call" between the matinées and/or first and second evening performance, 1s. per "call" for not exceeding one hour.

### PART IX.

### Firemen and Hallkeepers.

(*a*) Minimum rate: £3 per week for Firemen and £3 per week for Hallkeepers.

(*b*) Hours: The existing hours.

### PART X.

### Juniors Employed in the Box Office and as "Call" Boys, "Book" Boys, or Page (of either sex).

(*a*) Minimum Rate: If under 16 years of age 50 per cent. of the scale of pay specified in this agreement. Between 16 and 18 years of age, 75 per cent. of the said scale; 18 years of age and upwards, full rate.

(*b*) Hours and overtime rate: For day work or performance time according to the department.

### PART XI.

(*a*) An agreement having been arrived at between the undersigned and the National Association of Theatrical Employees, in regard to the future remuneration and conditions of the employment at the Newport and Swansea Empires, within the South Wales area, and in consideration of the management of these theatres consenting to employ for the aforesaid positions only members of the National Association of Theatrical Employees, the Association has undertaken:

(*b*) That its members shall render their best services to the management.

(*c*) That its members shall not individually cease work without proper notice or consent of the management, or act collectively to cease work before an opportunity has been afforded to the management and the representatives of the Association to adjust any matter in dispute arising at any time, or failing such efforts at adjustment before the other methods set out in this award have been utilized and failed to secure a settlement of any matter in dispute at any time.

(*d*) That in the event of any member or members acting in breach of these undertakings, the Association will supply a member or members to fill such vacancy and assist the management to safeguard the interests of the business.

(*e*) In the event of any complaint being made by the management regarding the conduct of any member, the Association will investigate the same and take such steps as the facts of the case may warrant, and should a member be expelled from membership of the Association for proved misconduct, the other parties to this award will not employ such member until he or she has been readmitted a member of the Association.

## Branch Reports.

Nottingham.—A general meeting was held at the Spread Eagle Hotel on Sunday, March 27th. Meeting opened 7.15 p.m. Bro. Marshall (president) in the chair and full committee present. Also the General Secretary, Bro. Cannon, and Bro. Muir, London organizer. A good deal of enthusiasm prevailed throughout the evening and the addresses delivered by the G.S. were very much appreciated, not forgetting the speech made by Bro. Muir, which had a good effect and, I am certain, will go a long way towards making Nottingham branch one of the strongest and best in the Midland area by inducing fellow workers to roll up and swell the branch. There seemed to be a downhearted feeling amongst members regarding Bro. Muir going away after having done so much good in getting other operators from various halls to join us, as the time previous he had to go away to South Wales. It is most essential he should come back after he has had a rest, and take up the reins where he left off so that we can form a good operators' branch. I shall do all I possibly can to further the scheme I have in hand to get all operators into our fold.

W. K.

N.A.C.O. (BRANCH No. 10, N.A.T.E.)

All Operators desirous of sitting for N.A.C.O. Certificates are requested to send in their applications, the last week in each month, accompanied by P.O. for 1s. which should be crossed and made payable to the National Association Theatrical Employees.

# *LIST OF BRANCH SECRETARIES:*

Aberdare.—G. A. Hawke, 212, Cardiff Rd., Aberaman.
Aberdeen.—Miss Raich, 2, Westburn Road.
Aldershot.—G. A. Sales, 80, Ash Rd.
Ashton-Under-Lyne.—J. Hardman, 78, Astley St., Dukinfield.
Ayr.—L. Wilson, 19, New Bridge St.
Barrow-in-Furness.—J. Bell, 44, Derry St.
Barry Dock.—E. R. Harper, 88, Barry Rd., Cadoxton.
Bath.—H. J. Eades, 27, Kingsmead Terrace.
Birmingham.—F. A. Watson, 158, Witton Road, Aston.
Bishop Auckland.—A. McConnell, 68, Bridge St.
Blackburn.—C. T. Swithenbank, 20, Brooksfield St.
Blackpool.—G. Mitchell, 48, Adelaide St.
Bolton.—E. S. Allsebrook, 19, Brinks Place, off Chorley St.
Bradford.—J. H. Johnston, 16, Rugby Place.
Brighton.—J. Gibbs, 17, Grove St.
Bristol.—H. C. White, 8, Blenheim Sq., Marlborough Hill.
Burnley & Nelson.—J. Bell, 31, John St., Nelson, Lancs.
Cardiff.—J. Hunt, 85, City Road.
Carlisle.—
Carpenters'.—C. Morris, 80, Bonnington Sq., Vauxhall, S.W., 8.
Castleford.—C. Holder, 33, Regent St., Half Acres.
Cowdenbeath.—J. McGregor, c/o 182, Foulford Rd.
Darlington.—F. Richardson, 2, Bakehouse Sq., Union St.
Derby.—Mrs. A. L. Kelly, 22, Macklin St.
Dundee.—T. Phillips, 12, Parker St.
Edinburgh.—Mrs. Cockburn, 82, Causewayside.
Ferndale.—F. Jones, 22, The Parade.
Glasgow.—J. Carlin, 12, Windsor Ter.
Gravesend.—W. Warner, 4, Sussex Place.
Halifax.—T. Turner, 27, North Parade.
Huddersfield.—S. Armitage, 2, Filbert St., Birkby.
Hanley.—G. Docksey, 76, Boundary St.
Hull.—G. E. Hazel, 2, Ferndale, Walliker St.
Kilmarnock.—T. Adams, 34, Mill Lane.
Kirkcaldy.—J. Wallace, 53, Dunnikier Rd.
Leeds.—A. Lambert, 7, Welton Mount, Headingley.
Leicester.—R. A. Peutrill, 11, Eaton St.
Liverpool.—J. James, 42, Fairfield St.
Llanelly.—T. O'Brien, 23, Pottery St.
London Branches.—H. Roberts, 29-31, Portugal St., W.C. 2.
Manchester.—T. H. Derbyshire, 12, East St., Lower Mosley St.
Merthyr Tydfil.—W. Reeve, Side View, Newcastle St.
Middlesbrough.—A. Peeling, 68, Bolckow St.
Newcastle-on-Tyne.—M. McKenna, 4, Seymour St., Dunston-on-Tyne.
Newport (Mon.)—J. Perrin, 6, George St.
Nottingham.—G. H. Challand, 68, Seymour St.
Oldham.—L. Graydon, 14, Charter St.
Portsmouth.—J. E. Randall, 88, Stansted Rd., Southsea.
Preston.—J. Wilson, 9, Vauxhall Rd.
Rochdale.—J. Law, 29, Ashfield Rd.
Rotherham.—W. Woodcock, 8, Field Pl., Greasborough.
Sheffield.—W. Yates, 14, Wellington St.
Southampton.—G. Tutt, 14, Southampton St.
South Shields.—J. K. Wilson, 62, Bath St.
Southend.—A. Paston, 88, North Av.
Southport.—W. Whitesmith, 11, Matlock Rd.
Swansea.—E. A. Howell, 2, Bryn-y-don Rd., North Hill.
Swindon.—W. Cooper, 3, Dumbarton Ter.
Warrington.—W. Cook, 71, Orford St.
Wakefield.—J. A. Binns, 29, Almshouse Lane.
West Hartlepool.—K. Carson, 15, Alma Pl.
Wigan.—T. Tomlinson, 8, Gilroy St.
Workington & Whitehaven.—E. Lowther, 43, Edkin St.

# *DISTRICT ORGANIZERS:*

London.—Hugh Roberts, C. B. Finley, A. W. Muir, P. Sharp, H. J. Kemp, 29-31, Portugal Street, W.C. 2.
Lancashire and Cheshire.—G. Mitchell, 48, Adelaide Street, Blackpool; T. E. Wilson, 13, Albert Edward Road, Kensington, Liverpool; T. H. Derbyshire, 12, East Street, Lower Mosley Street, Manchester.
Scotland.—J. Carlin, 12, Windsor Terrace, Glasgow.
Yorkshire and Midlands.—B. Gorham, 18, Brompton Mount, Dewsbury Road, Leeds.
South Wales and West of England.—T. O'Brien, 23, Pottery Street, Llanelly.

GARDEN CITY PRESS, PRINTERS, LETCHWORTH, ENGLAND.

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Please pass on this copy to a non-member.

Published on the 15th of the month.

# The N.A.T.E. (National Association Theatrical Employees) JOURNAL.

UNIVERSITY OF ILLINOIS LIBRARY
1921

VOL. I. MAY, 1921 No. 5.

## NOTICE TO DISENGAGED MEMBERS.

THE Proprietors of "THE ERA"—the oldest-established professional paper—desire to call attention to the fact that ***specially reduced rates*** are charged in its "Wanted" advertisement columns for the announcements of all seeking engagements. These special prepaid rates are as follows:

| | s. | d. |
|---|---|---|
| First three lines - - - - | 1 | 0 |
| Each additional line - - - - | 0 | 6 |
| Displayed lines, each - - - | 0 | 9 |

(A line averages six words.)

As "The Era" is published on Wednesday morning, a day earlier than any other professional paper, it gives a better opportunity of fixing up vacancies quickly.

Address copy and remittances

The Advertisement Manager,
"The Era,"
35, Wellington Street,
London, W.C.2.

## TO ADVERTISERS.

THIS Journal is supplied to members of the National Association of Theatrical Employees; it will therefore have one special advantage over any purely commercial Trade Journal; the number of its readers will far exceed the number of its subscribers.

Its subscribers are widely scattered. They will be found in almost every town and with every important Dramatic or Vaudeville Company touring in the United Kingdom.

No other journal can appeal with such force or exercise such influence among the men and women now employed in the Amusement World.

No other JOURNAL aims primarily to help, individually and collectively, this great body of employees to secure their rightful share—an increasing share in the prosperity, the increasing prosperity of this business.

We are not therefore dependent upon Advertisements, but we appreciate the advantage to our readers of knowing where they may find the best market—the most suitable material, appliance, or manufactured article—for the one hundred and one things produced for use in this business.

It is of equal importance to the Merchant to select the most attractive environment in which to exhibit his wares, and when all is said and done, sooner or later, in any well regulated business, the users are the choosers—because they alone know the merits and demerits of the materials and appliances they have to utilize.

We have a limited portion of space available for advertisements and will be glad to receive immediate application for same in accordance with the printed scale.

## *Notes by C. B. Finlay, Organizer.*

After paying a visit to several provincial towns, I feel I must say a few words to the travelling master carpenter, property master and wardrobe mistress.

* * * *

I am satisfied that all our members on tour are not trying to induce the non-members in the towns they visit to join the Union.

* * * *

The travelling master carpenter complains bitterly of there being no uniform rate for the getting-in and getting-out of scenery. I am with him on that point: there should be a uniform rate and also a standard rate for the master carpenter, property master and wardrobe mistress; and I am of the opinion that we could get substantial improvements made for them if they would only do their share to help strengthen the Union and co-operate with it to press forward the claims of their section.

* * * *

I might also add that it would be a great assistance if they would notify our E.C. of the towns that in their opinion would benefit by a visit from an organizer.

* * * *

It only requires twenty-five to form a branch, and if all our members who are on the road were to help organize in their spare time, then, without a doubt, we should become one of the largest Unions in the country.

## *New Members for March—450.*

## *Federation or Amalgamation?*

On April 11th a conference took place at the offices of the Entertainment Industry Council, 109, Oxford Street, London, W. 1, between representatives of the A.A., the A.M.U. and the N.A.T.E. There were twelve from the A.A., two from the A.M.U. and two from the N.A.T.E. J. B. Williams, of the A.M.U., was elected to preside. It was reported that the V.A.F. were unable to send any representatives.

The purpose of the conference was to consider the advisability and utility of federating or amalgamating the Unions connected with the industry having an exclusive entertainment industry membership.

The following resolution was unanimously agreed to: "That this conference is of opinion that the Actors' Association, the Amalgamated Musicians' Union, the National Association of Theatrical Employees and the Variety Artistes' Federation, should agree to form a Federal Council for the purpose of securing united action upon questions affecting any of these unions and that each union be asked to appoint three representatives to act as a sub-committee to draft:

(*a*) The objects which such Federal Council be authorized to achieve, and to recommend,

(*b*) The means which these unions should place at the disposal of a Federal Council to enable it to achieve its objects."

An immediate meeting to be convened of the drafting committee as soon as appointed by two or more unions named above.

We understand that the three unions represented at the Conference have appointed their representatives to act on the drafting committee and that the V.A.F. have passed the following resolution: "That this Committee is of the opinion that the present constitution of the joint committee supplies all the facilities required or desired for the discussion of matters affecting the unions concerned. Therefore, this committee is unable to entertain the proposals contained in the minute agreed to at the conference between the A.A., A.M.U. and the N.A.T.E. on Monday, April 11th, 1921."

At a further conference held on May 5th, the following resolution was carried:

"That each Union (Actors' Association, Amalgamated Musicians' Union and National Association of Theatrical Employees) represented at this conference, undertake to draft their own view of joint action by means of

1. One Union for the three.
2. Federation of the three Unions.
3. A Joint Council,

and to state the constitution, methods and means by which their respective schemes may be made effective.

That three copies of each scheme be prepared for mutual exchange and for comment, and supplied within fourteen days.

Comment on each scheme to be exchanged and a further conference called immediately.

## *Industrial Unity—OUR Policy.*

The distributive trades have recently held their annual conferences in Liverpool and Manchester.

The Shop Assistants' Union in Manchester voted in favour of amalgamation with the National Union of Distributive and Allied Workers. In Liverpool, the Executive of the latter Union was authorized to promote amalgamation, the President, Hallsworth, stating "the principle of their organization was that from errand-boy to the highest manager, there was complete unity of interest, which must be found in one organization."

## *Glasgow.*

At a Conciliation Board held at the offices of Green's Film Service, Glasgow, on May 2nd, in connection with the discharge of the whole staff at the Star Palace party, the following were elected to represent the employees' side: Mr. Higgings (district secretary), E.T.U., putting case; Mr. Marshall (assistant secretary), E.T.U. board; Mr. Kelross, E.T.U. board; Mr. Carlin, N.A.T.E., putting case; Mr. Kelly, Mr. Hay, and Mr. Muir, N.A.T.E., board.

At the opening stages Mr. Higgings, E.T.U., protested against my being present and threatened to withdraw. To endeavour to allow the proceedings to proceed, I retired and Mr. Ratcliff, A.M.U. (district secretary), substituted.

The case for the operator was first taken and after some discussion the District Secretary of the E.T.U. accepted a proposal that Mr. Green would find the operator a job elsewhere on condition that his case was considered as a reinstatement; this was agreed, after which he and his assistant retired.

Our representatives succeeded in getting all but the stage manager reinstated, who was excluded on account of his neglect of duty.

I challenged Mr. Higgings to a debate on the operator's case, but he would not discuss the matter from any point of view.

A. W. Muir, Organizer.

# Annual Accounts, 1919.

## FUNERAL FUND.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/19 Payments ... ... | 55 | 0 | 0 | 31/12/19 Contributions ... ... | 117 | 13 | 0 |
| Balance (surplus for 1919) Carried down ... ... | 62 | 13 | 0 | | | | |
| | £117 | 13 | 0 | | £117 | 13 | 0 |
| 1/1/20 Balance (total surplus) carried to 1920 ... ... | 750 | 1 | 0 | 1/1/20 Balance brought down (1919 surplus) ... ... | 62 | 13 | 0 |
| | | | | Balance from 1918 ... ... | 687 | 8 | 0 |
| | £750 | 1 | 0 | | £750 | 1 | 0 |

## SICKNESS FUND.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/19 Payments ... ... | 7 | 7 | 6 | 31/12/19 Contributions ... ... | 53 | 6 | 0 |
| Balance (surplus for 1919) carried down ... ... | 45 | 18 | 6 | | | | |
| | £53 | 6 | 0 | | £53 | 6 | 0 |
| 1/1/20 Balance (total surplus) carried to 1920 ... ... | 387 | 4 | 4 | 1/1/20 Balance brought forward (1919 surplus) ... ... | 45 | 18 | 6 |
| | | | | Balance from 1918 ... ... | 341 | 5 | 10 |
| | £387 | 4 | 4 | | £387 | 4 | 4 |

## BENEVOLENT FUND.

| | £ | s. | d. | | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| 31/12/19 Payments ... ... | 97 | 9 | 9 | 31/12/19 Contributions ... ... | 644 | 16 | 5 |
| Balance (surplus for 1919) carried down ... ... | 547 | 6 | 8 | | | | |
| | £644 | 16 | 5 | | £644 | 16 | 5 |
| 1/1/20 Balance (total surplus carried to 1920) ... ... | 1743 | 16 | 3 | 1/1/20 Balance brought forward (1919 surplus) ... ... | 547 | 6 | 8 |
| | | | | Balance from 1918 ... ... | 1196 | 9 | 7 |
| | £1743 | 16 | 3 | | £1743 | 16 | 3 |

## INCOME AND EXPENDITURE ACCOUNT.

| EXPENDITURE. | | | | INCOME. | | | |
|---|---|---|---|---|---|---|---|
| 31/12/19 Funeral Claims ... | 55 | 0 | 0 | 31/12/19 Entrance Fees... ... | 1212 | 0 | 2 |
| Sick Claims ... ... | 7 | 7 | 6 | Badges ... ... | 28 | 12 | 0 |
| Benevolent Grants ... | 97 | 9 | 9 | Fines ... ... ... | 37 | 18 | 6 |
| General Fund ... ... | 3171 | 0 | 10 | Levies ... ... ... | 68 | 16 | 6 |
| Balance (amount added to funds) ... ... | 2120 | 4 | 2 | Benefit Contributions ... | 815 | 15 | 5 |
| | | | | Trade Contributions ... | 3244 | 1 | 11 |
| | | | | Interest ... ... | 35 | 10 | 10 |
| | | | | Miscellaneous ... ... | 8 | 6 | 11 |
| | £5451 | 2 | 3 | | £5451 | 2 | 3 |

## GENERAL FUND.

| | | | |
|---|---|---|---|
| 31/12/19 Management Expenses: | | | |
| Wages ... ... ... | 1500 | 6 | 2 |
| Rent, Cleaning, Lighting, Heating, etc. ... ... | 242 | 16 | 2 |
| Printing, Stationery and Postage ... ... ... | 464 | 18 | 8 |
| Dispute Pay and Affiliation Fees ... ... ... | 416 | 19 | 10 |
| Delegations, Deputations, Meetings, etc. ... ... | 141 | 8 | 9 |
| Audit Fees ... ... ... | 7 | 18 | 3 |
| Miscellaneous ... ... | 243 | 17 | 8 |
| | £3171 | 0 | 10 |
| Balance (surplus for year) carried down ... ... | 1464 | 6 | 0 |
| | £4635 | 6 | 10 |
| 1/1/20 Balance (total surplus) carried to 1920 ... ... | 4349 | 14 | 9 |
| | £4349 | 14 | 9 |

| | | | |
|---|---|---|---|
| 31/12/19 Management Contributions ... ... ... | 3244 | 1 | 11 |
| Entrance Fees ... ... | 1212 | 0 | 2 |
| Badges ... ... ... | 28 | 12 | 0 |
| Fines ... ... ... | 37 | 18 | 6 |
| Levies ... ... ... | 68 | 16 | 6 |
| Sundries ... ... ... | 43 | 17 | 9 |
| | £4635 | 6 | 10 |
| 1/1/20 Balance (surplus for 1919) brought down ... | 1464 | 6 | 0 |
| Balance from 1918 ... | 2885 | 8 | 9 |
| | £4349 | 14 | 9 |

## BALANCE SHEET AT DECEMBER 31ST, 1919.

| LIABILITIES. | | | |
|---|---|---|---|
| Balances to credit of: | | | |
| Funeral Fund ... ... | 750 | 1 | 0 |
| Sickness Fund ... ... | 387 | 4 | 4 |
| Benevolent Fund ... ... | 1743 | 16 | 3 |
| General Fund ... ... | 4349 | 14 | 9 |
| | £7230 | 16 | 4 |

| ASSETS. | | | |
|---|---|---|---|
| Cash Balances: | | | |
| At Bank (current account)... | 3684 | 8 | 1 |
| At Bank (deposit account)... | 1200 | 0 | 0 |
| At Bank (branches)... ... | 611 | 6 | 5 |
| Investments: | | | |
| Government Securities ... | 1383 | 13 | 8 |
| Other Securities ... ... | 9 | 0 | 0 |
| Branch Balances ... ... ... | 342 | 8 | 2 |
| | £7230 | 16 | 4 |

Audited by
W. SINDALL.
C. MORRIS.

*General Treasurer*—J. ATTERTON.
*General Secretary*—E. H. MASON.
4/1/21.

## *The Entertainment Tax.*

The Scottish Trade Union Congress held in Aberdeen in April, passed the following resolution, proposed by J. S. Radcliffe, Organizer, A.M.U., seconded by T. Cannon, G.S., N.A.T.E.

"This Congress protests against the continuance of the Entertainment Tax on the grounds (1) that it was originally a war tax and now that the war is over it should have been removed; (2) its incidence is grossly unfair and it places a much heavier burden on the lower priced seats and penalizes the working-class section of the community; (3) it prevents the economic readjustment of the business and tends to keep down the wages of the employees engaged in it."

The resolution expresses the view and decision of the Entertainment Industry Unions.

It is interesting to learn that the Joint (Labour) Committee appointed to inquire into the cost of living reported with regard to this tax as follows:

"The Entertainments Tax, which yields about 1 per cent. of the total national revenue, ought, in our opinion, to be abolished. It is but little better than the nineteenth century 'tax on knowledge.' We do not think that theatres, cinemas and concerts always exert the kind of influence which we should desire, but in the drama, in music, and—as its techniques and possibilities become better understood—in the cinema, we see agencies which ought to be encouraged rather that discouraged by means of taxation. We should prefer to see the State subsidizing art, music and the drama, rather than relieving the well-to-do of an additional £11,000,000 of direct taxation by taxing the enjoyments of the mass of the people."

## *The Scottish Trade Union Congress.*

### OURSELVES AND THE E.T.U.

This Congress took place in Aberdeen. The proceedings opened at 12 noon on Wednesday, April 20th, and terminated on April 23rd. Baillie James Walker presided. Our representatives were T. Cannon, G.S., John Carlin, Scottish D.S., and Mrs. Duncan.

A resolution of great importance to our movement was submitted by J. R. McIntosh, on behalf of the Aberdeen Trades and Labour Council, this was seconded by Mrs. Duncan, and was as follows:

"That this congress strongly approves and recommends all affiliated unions to support the efforts of the Actors' Association, the Variety Artistes' Federation, the Amalgamated Musicians' Union, and the National Association of Theatrical Employees, to unionize every place of amusement in the United Kingdom."

An amendment was moved by Councillor Higgins, Glasgow District Secretary, E.T.U., and seconded by T. W. Anderson, Glasgow E.T.U., as follows:

"That 'Electrical Trades Union' be inserted after the word 'musicians' in the resolution."

An animated discussion was aroused by the amendment, but it was defeated and the resolution was carried by a large majority, only five voting against it.

The same resolution was adopted by the British Trade Union Congress held in Glasgow, although the E.T.U. did not on that occasion submit an amendment. We may look forward to an amendment being submitted at the next British Trade Union Congress and the sooner this question is fought out the better.

We hope that those now working in the Entertainment Industry in Scotland who have joined the E.T.U. will reconsider their duty to the N.A.T.E. and assist it to secure industrial unity without which better conditions of employment will be more difficult to establish.

## *General Secretary's Notes.*

GLASGOW.—The unrest among our branches in Scotland and among the Glasgow branch members in particular, arising out of the unsatisfactory progress made with the Scottish agreement, became so acute that the sub-E.C. authorized me to visit Glasgow to ascertain the facts. I reached Glasgow on April 1st, and immediate arrangements were made for a conference with the branch committee and stewards. At this conference it was decided to call a special general meeting of members on the following Sunday in the Thistle Street Hall, when Bro. J. Carlin (District Secretary) reported fully on local matters, and I dealt with the position of the E.C. regarding all questions raised.

The following resolution was adopted:

"Failure to agree on Tuesday, constitutional proceedings to be adopted at once by our representatives, and that they purpose calling special meeting of the E.N.I.C., and proposal to be signed before leaving and to date therefrom, and to continue the procedure and utilize the machinery at their disposal to bring about a satisfactory settlement if possible within the twenty-one days' limit; failing which it was hoped that the E.C. of the N.A.T.E. will give Scotland its full support, and such action be authorized as would force a settlement, by instructing a withdrawal of labour."

Bro. McManus asked what assistance Scotland had received in putting forward an agreement, from the National Executive, also if a clause *re* a week's notice could not be inserted in any agreement, also whether the various managers had a right to engage whoever they chose without considering membership?

The General Secretary replied:

*First.*—That the E.C. had given, and were giving, Scotland every assistance they could at all times.

*Second.*—That, whilst in sympathy with the suggestion, it was to be remembered that the greatest percentage of our members were part time workers, and it was held by some managers that such workers chose to come and go as they pleased, therefore, they contended they were as much entitled to act accordingly and would not submit to any clause bearing on such proposal, though for the benefit of full-time workers, he believed that common law could be applied.

*Third.*—Union and non-union labour. He regretted that no agreement had been made in regard to this, but he hoped one would be made in the near future; meantime, no force but the moral force of our members, could bring about harmony amongst the workers in the various places of entertainment; the more solidarity of membership we could get in every hall and theatre, the sooner would we achieve our objects.

The General Secretary promised that other questions would receive attention.

A vote of thanks to the General Secretary for his presence terminated the proceedings at 10.45 p.m.

BLACKPOOL.—I arrived in Blackpool on Wednesday afternoon, April 6th, for the purpose of a conference on Thursday with the C.E.A. The Blackpool application only applied to the cinemas in Blackpool, and on meeting the C.E.A., I found we were up against the West Lancashire branch of that body; about twelve representatives of the C.E.A. being present. They received very cordially Bros. Mitchell, Platt, and myself. They stated they would not allow the Blackpool entertainment managers to negotiate on their behalf, and further that they would not take part in a joint conference. We went over our application with them and they raised no comments in so far as the rates of pay were concerned; but when we came to the clause where we asked for N.A.T.E. labour only, we had a very healthy discussion and the Secretary, Mr. Huish, and the Chairman, Mr. Harrison, stated that in their opinion the union labour clause merited consideration, and they requested me to supply the West Lancashire branch with fifty copies of that clause. The Chairman stated they would be having a full meeting of their branch on Tuesday, April 26th, in Blackpool, when they would go into the whole matter and let us know their decision. I may mention that the West Lancashire branch covers all towns from Preston to Carnforth, including Barrow and Dalton-in-Furness.

We pointed out to them that whether their members agreed or not, we could not withdraw our Blackpool application. They noted that that agreement expired on July 31st, 1921.

The Blackpool Entertainment Managers' Association met us on Thursday, April 28th, for the purpose of coming to an agreement.

NEWCASTLE.—On Friday, April 8th, I proceeded to Newcastle, the journey occupying ten hours, from 10.15 in the morning until 8.40 at night, owing to the bad railway service. I found things unsatisfactory here, the members, although working under an agreement, not wishing to pay the usual contribution as paid by other branches, and making all kinds of excuses for not doing so.

I called the branch committee together on Saturday at 11 a.m., when Bro. McKenna, branch secretary, got out of his sick bed to attend. This lasted till 3 o'clock, and at 7 o'clock the same evening a general meeting was held, when we discussed all questions that had arisen from the delegate meeting to the present time.

The next meeting was called for Sunday, April 24th, for the election of officers and branch committee, which I was asked to attend, and being on my way home from Aberdeen on the 23rd, I was instructed by the E.C. to do so.

SCOTTISH DISTRICT COUNCIL.—It had been understood by the sub-E.C. that a meeting of this Council would be called in Dundee on Sunday, April 17th, for the purpose of conferring with me upon Scottish business generally. This meeting was not called and I was not made aware of the fact until I reached Dundee. I attended a meeting of the A.M.U. on Monday, April 18th, with reference to a proposed reduction of wages. I then proceeded to Aberdeen to attend the Scottish Trade Union Congress.

## *London District Notes.*

The London District Council has now got to work; it has approved a draft of bye-laws which are published in this issue for the information of London members and as a guide to other district councils. London branch committees, stewards or members, desiring to make any suggestion regarding these bye-laws are asked to communicate with Hugh Roberts, D.S., at the Central Office.

* * * *

All branch secretaries, stewards or members in this area, desiring any information or the assistance of the D.S. or London Organizers, are requested to communicate with Hugh Roberts.

* * * *

Meetings are being arranged in various parts of the area for organizing purposes and to give any required information to members attending. Stewards will be informed as to the date, place and hour of these meetings. The first meeting will be held on May 21st at 1.30 in the Railway Institute Hall, Cricklewood.

* * * *

Messrs. Cannon, Roberts, Morris, Kemp, Finlay and Collins have been appointed to represent the D.C. upon the London Trades and Labour Council. The D.C. will be affiliated to each of the local trades and labour councils (about twenty), and stewards are asked to nominate a live member to act as a delegate to such local T.C's.

* * * *

London Theatres of Variety Ltd., having given two weeks' notice, on April 16th, to all in its employ, in consequence of the threatened Alliance strike and, probably, on account of claims for increases of pay made by the N.A.T.E. and A.M.U. the matter caused much unrest among our members employed by this company. On Friday, April 22nd, proposals received from Mr. Gulliver were submitted to a special meeting of the L.D.C. and the sub-E.C., when it was decided to call, by wire to every variety theatre steward, a special meeting of members employed in variety theatres in this area. This meeting was held in the Holborn Empire on Sunday morning, April 24th, at 11 o'clock, when the proposals were approved and accepted. These proposals have been incorporated into an agreement which is as follows:

1. Agreement made this twenty-fifth day of April, 1921, between the parties named hereunder by which the parties undertake to observe, until January 2nd, 1922, the terms and conditions of employment set out in the agreement between the parties and other variety theatre managements and which has operated from March 29th, 1920, to the present date.

2. The parties further agree that any alteration or addition to the terms and conditions of employment set out in the said now operating Agreement, shall be subject to three months' notice being given in writing by one party to the other to expire on December 31st, 1921, or some day thereafter.

3. The parties further agree that this agreement, dated April 25th, 1921, shall be open to acceptance by any other variety theatre management being parties to the now operating Agreement, subject to such acceptance being made known to the National Association of Theatrical Employees within fourteen days of the present date.

Signed for London Theatres of Varieties Ltd., Charles Gulliver, Managing Director. Signed for the National Association of Theatrical Employees, Secretary London District Council, Hugh Roberts.

The agreement with Mr. Gulliver has, in accordance with clause 3, been submitted to Mr. Gilhespy for Moss Empires Ltd., Sir Alfred Butt, Victoria Palace, Sir Oswald Stoll, the Stoll Twice-nightly Halls, Mr. Walter Payne for the Syndicate Halls, Mr. Harry Day, the Bedford Music Hall, and to the Independent Halls' Association, for those halls covered by that Association. Immediately an answer has been received, the members concerned will be notified.

* * * *

During the month of April a large number of claims have been dealt with. A settlement of one claim, in which a large number of members are interested, would have been obtained before now if the members themselves had not sent a claim direct which did not correspond with the claim made to the organization. We are pressing the matter, and in all probability final settlement will be arrived at before the JOURNAL is in the hands of the members.

* * * *

The aftermath of the Easter holidays brought numerous claims from the music halls and cinemas for double pay for Good Friday and time-and-a-half rates for Easter Monday respectively. With one or two exceptions, which are being pursued, these matters have been effectively dealt with. Other claims have been obtained through the court.

## *Cinema Operators.*

IV.

I am pleased to state that the operators throughout the country are at last really beginning to think for themselves. My reason for making this statement is that since my last article I have received many letters dealing with their future, also congratulations on my proposed policy.

At present I have not had any objections or suggestions, but I shall welcome them from any reader, the objects of which are a basis for discussion. In the *Cinema*, dated January 17th, a suggested schedule of wages was published, which was compiled by the Executive Council of the C.E.A. under the following grades:

1. Chief Operator Electrician to be known as an A1 operator.
2. First-class Operator to be known as an A operator.
3. Second Operator to be known as a B operator.
4. Probationer to be known as a C operator.

If this scheme is put into operation on these lines with an examination to qualify for each position, which must obviously be done to justify the different grades, the operator of the future will have to be on his merits and not on his ticket as it is in many cases now existing. It is far better to know that you have something to show for your abilities, than be at the mercy of the employer who chooses to call you the "handle turner," and there are many, which statement at present you cannot contradict unless you are in possession of a N.A.C.O. certificate, and for which applications are coming in wholesale from the provincial towns. I would call the attention of the London operators to this fact. Londoners as a general rule are looked upon to set the pace, but the provinces are going to beat them if they do not wake up. A case in point will prove what I have said. On Friday, March 18th, I received an urgent call to address an operators' meeting at Oldham at their own request, and at the meeting held on Sunday, the 20th, the whole of them joined the N.A.C.O. and have applied for examination papers. Many of my critics have been very bitter at my transfer to this Association and I should like just for one minute to state my case.

My decision was arrived at as a result of studying the trade union movement, after which I realized that to be successful in organization all industries should organize on an industrial basis. Having realized this, I asked myself the question, "What industry do I work in?" There is only one answer to all who work in theatreland, and that is the Entertainment Industry; therefore, it is obvious that whatever position you hold in any place of amusement, you should, to be successful, belong to the association catering only for that industry. Do not be misguided by petty prejudice, remember there is always a motive for this, but use your own judgment, as I did, and decide for yourselves. Have the courage of your own conviction with these few words for your guidance.

A. W. MUIR.

## Editorial Notes.

*The Miners' Struggle.*

The miners are fighting the battle for the whole working class. If they were to be defeated, which we cannot believe will be the case, every section of the working class would suffer. Wage reductions are being applied for in many industries and businesses. The miners' occupation is a risky and arduous one. The new rates proposed by the mine owners are below even those now established for male workers in Metropolitan places of amusement. It is the duty of every trade unionist to render every possible support to the Miners' Federation. All sections of the community are suffering from the present dispute. Its present effects are national in character. The effect of any settlement will be national in character, therefore your future is bound up with the result of the miners' struggle. Don't be misled by prejudice, concentrate upon the principles involved. The miners' policy and tactics are matters for their judgment. They are making tremendous sacrifices. They are manifesting splendid unity: help them to win their battle—their battle is our battle.

* * * *

*Closer Unity.*

We regret that the V.A.F. has not yet seen its way to take part in the conferences for closer unity, which we report in this issue.

It would appear from the V.A.F. resolution on this matter, that its representatives are satisfied with the present joint committee which, until recently, included the A.A.

The present joint committee has served a useful purpose, but its objects and resources were strictly limited on its formation as a condition of its formation.

It was to be, and is still, merely a consultative and advisory body, but it could—if it were so disposed—advise its constituent unions that such a committee had now served its purpose, and that its authority and resources should be enlarged, or that the joint committee should be replaced by some other form of combination of these four unions.

The joint committee devised, and the governing bodies of its constituent unions approved, an admirable plan for the unionizing of places of amusement; but the joint committee has not been able to give effect to this plan owing to lack of means and office staff. Its limited authority has also hampered it. Some of us learn by experience, and most of those associated with the joint committee will agree the time has arrived for the adoption of some more effective machinery. The recent conferences between the A.A., the A.M.U., and our Union proves that this fact is recognized by, at least, three of the four unions.

The questions now being considered, as set out in the report of the conferences, are important, but for our part, we know of no insuperable difficulty in the way of federation. The A.A. will not, we think, at this moment, agree that the formation of one union to incorporate the three now conferring, is a practical proposition. The A.M.U. and the N.A.T.E. are, we think, agreed as to the advisability and utility of amalgamation, but, we fear, differences as to the terms and conditions will delay a "consummation most devoutly to be wished." We believe that "as a man thinks in his heart so he is" and if the will and the spirit be now present the amalgamation of these two unions is a practical proposition.

These movements towards amalgamation between two and federation between three of these unions, need not conflict or delay the adoption of either scheme.

Federation is a step beyond the joint committee stage of development and would, we hope, justify the formation of one union hereafter.

Some of us who have given much time and thought to these questions regret the slow progress made in securing general support for closer unity among these unions. With the exception of the V.A.F. all these unions have practically the same objects—the same policy and much the same resources and methods. To combine these under a central and national authority would make their respective policy, resources and methods much more effective; bringing three-fold strength to support the achievement of their respective objects at less cost and with greater efficiency.

Every argument which can be advanced to induce any actor, musician or workman to join his respective union, can be advanced to show the necessity for and the utility of these unions forming one combination to further objects held in common and for mutual defence.

The difficulties will not arise upon any matter so far mentioned. They will arise on the questions which have obstructed closer unity in other industries. They will arise on questions of federal control over the Federated Unions, the question of finance, the questions of who are to be the federal officials and upon their authority over the federated unions' official. In short, on questions of vested interest and personal prestige.

These are the rocks which have split many movements towards closer unity.

The vested interests in the trade union movement, surveyed from the height whence that movement may be viewed in its conception as the struggle of the working class of the nation towards a more wholesome industrial system and social order, have stultified the spirit and nullified the mighty efforts and sacrifices of the workers so variously combined. These vested interests have been a disruptive, wasteful, conflicting power within the movement and have done more than any other factors to deprive it of its glory and to defer the attainment of its objects.

In our industry we see the effect of vested interests and mere personal ambitions in the E.T.U. proceedings, dividing ranks upon whose unity depend the attainment of the means of happiness for the rank and file. We saw the same effects in the divided efforts of the musicians.

We, therefore, urge the rank and file of these unions to concentrate on the principle involved. Closer unity is a duty which no trade unionist, no union should evade or postpone. Closer unity is "the only way" to a fruitful future. No section of the working-class can now gain any substantial permanent betterment in their condition of life by industrial isolation from other unions in its industry and political isolation from the national Labour party. We stand for the solidarity of all trade unionists in our industry.

* * * *

*London Branches—General Meetings.*

Our correspondent "Kathode" will see from the London district notes that opportunities are going to be provided for members working or residing in the various parts of this huge Metropolis, to get acquainted and to help in organizing the non-members.

With reference to the suggestion that regular monthly meetings of London branch members should be instituted: It all depends on the branch. One branch, the carpenters' branch, has for years held a monthly meeting, but the membership of that branch is not more than 150, and accommodation for such a number is not difficult to find at a small cost. In the case of the No. 1 branch, the general staff branch and the cinema branch having from 1,500 to 5,000 members, it is quite a different matter. Even if we could get three theatres per month—for love or money—think of the cost in energy and hard-earned cash such arrangement would involve. We do not assume that half the members of these large branches would attend any one meeting, but accommodation for them all, approximately, would have to be provided to enable all members to satisfy their right to be present.

The better way, the more convenient, economical and fruitful way, is that adopted by the L.D.C., which, by the way, was tried many years ago, of calling meetings in the N.E.S. and Western districts of London and its suburbs.

We shall rejoice if members do attend the meetings held in their home quarters and help to unionize their own locality and inform themselves about their own union, its work and its officials.

*Organizers and Branch Secretaries please note.*

We are not receiving reports of items of local news which we are sure it is within the power of local and national officials to provide and which, if and when provided, would make our JOURNAL more interesting and informative.

* * * *

The officials named above should make a point, during the last week in each month, of collecting and dispatching to the Central Office their own reports, press cuttings of interest, give name of paper and date, etc., upon any matter which they think will serve our purpose.

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Organizers reports should state the number and names of towns visited during the previous four weeks, the date, purpose and result of such visits.

* * * *

Branch Secretaries should state how many members or committee meetings have been held during the period and report any resolution or item of general interest.

* * * *

The present arrangements regarding publication of this JOURNAL will be reviewed by the E.C. at its meeting in June; so far it has not been utilized as was expected. Members of district committees—Scotland, Lancashire, Yorkshire, South Wales, should ask why we have not received reports from their area. Those who wish this JOURNAL to be continued had better get busy.

* * * *

Mr. McKenna, Secretary, Newcastle-on-Tyne branch, has been appointed district organizer for the North of England and started work on April 25th. He is busy now forming a district council for that area. His address is 4, Seymour Street, Dunston-on-Tyne. Members in this area are informed that owing to the omission of Bro. Phillip's name from the list of candidates nominated to represent this area upon the E.C., the names of Bro. Phillip, of Newcastle, and Bro. Wright, of Middlesborough, will be submitted to the members to decide which of these two candidates shall act for the area on the E.C.

* * * *

*The Touring Staff.*

Bro. Finlay alludes in his notes to this matter which we had previously intended to deal with.

Some time ago negotiations were commenced between the Union and the Touring Managers' Association. The Union submitted a much higher scale of minimum rates for each class and person employed on the road than was then observed. Our scale was unacceptable to the T.M.A. but what the precise result of the negotiations were we are unable to say, and we suggest that the G.S. shall submit a report.

* * * *

We believe that some improvements in the conditions of employment for this section have been made, but they are still unsatisfactory. This being so, surely, the touring members have every reason to persist in their duty of trying to induce any non-member they meet in any town to become a member and, surely, it is still more urgent upon the non-member employed with a touring company to do something to help himself or herself?

* * * *

Our members have splendid opportunities for organizing work. Assuming that there are 100 touring companies on the road, we should have from 150 to 250 members passing from town to town week by week; if these men made a point of inquiring at every place of amusement they visited as to whether the whole of the staff were members of our Union, and if they used their personal influence during the visit to induce any non-member they met to join our union, we should rapidly augment our membership.

* * * *

On the other hand, our local members have similar opportunities for inducing any non-member with a touring company visiting their theatre week by week, to secure another member, another unofficial organizer for the Union.

* * * *

This was the plan followed by the American Alliance of Theatrical Employees which enabled that organization to build up the strongest theatrical organization in the world, and, in fact, one of the strongest unions in America, judging by scale of wages established for its members. In America the roadmen's section is one of the best paid sections instead of being, as in this country, almost the worst paid section.

* * * *

We advise our local members to challenge every roadman or woman to produce a card of membership in our Union. We urge every travelling member to report the name of any non-member at any theatre they visit anywhere, to the local branch secretary or to the G.S. We want to know who is helping and who is obstructing the Union.

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*Brighton Scheme.*

A proposal mentioned in the Brighton branch report raises a question we have intended to refer to before.

A branch cannot use any fund raised by fines for the better government of the Union, attendance at meetings, etc., for benevolent fund, unemployment, sickness purposes, etc.

* * * *

Such purposes are provided for by the N.A.T.E. Sickness Fund and Benevolent Fund. All members subscribe to the Benevolent Fund, but the contribution to the Sickness Benefit Fund is limited to men of forty years of age.

* * * *

Many branches raise funds by way of voluntary levies or contributions and by the voluntary efforts of the members organizing whist drives, sports, concerts, etc., and these funds are used for general purposes in aid of members justifying a claim upon such funds. The general rules now require that all funds raised in the name of the Union, whether for its established purposes or for the emergency funds purposes of a branch, shall be duly enclosed in the Union's account, be audited and reported as are the other accounts of the ordinary funds of the Union.

* * * *

We will return to this subject in a future issue of the JOURNAL; meanwhile we invite Bro. Mitchell, of Blackpool, to give the members a report upon the whist drives his branch have organized—how it was done—how the funds are used and the amount raised; this will, we are sure, be found interesting and useful by all branches.

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*Ferndale and District.*

Bro. T. O'Brien, our South Wales Organizer, has succeeded in forming a branch here, and Bro. F. Jones, of 22, The Parade, Ferndale, has accepted the office of branch secretary.

Bro. F. Jones alludes to the difficulties before us in South Wales owing to the geographical nature of the area; its numerous small towns and villages dividing our potential membership into small groups not easily assembled. He wisely suggests the greater need for concentration of effort and attention. He is also of opinion that a district secretary as well as a district organizer is needed.

As to the difficulties regarding organizing our people, the miners have overcome them, as is proved by the unity and loyalty of those employed in that area in the mining industry. As to the question of providing South Wales with another full-time official, all our districts want one—need one—but where are the funds to come from if not from the membership?

We look forward to the time when South Wales will be one of our strongest districts, and suggest the present means afford encouragement for fresh efforts.

Bro. T. O'Brien, South Wales Organizer, conferred with the sub-E.C. on May 6th, and a meeting of the South Wales District Council is to be held and a plan of campaign for the area to be submitted. The appointment of a part-time organizer is under consideration.

## *Wanted—Suggestions.*

Barry Dock Branch has requested that the columns of the JOURNAL should be thrown open to suggestions for the better working of the Association and for the improvement of the JOURNAL itself. The correspondence column is always available for these purposes, and every new member is now asked for suggestions and assistance. Unless each member feels that he is part and parcel of his Union, that he has a right to voice his opinions and to share in the management, there is always a danger of the energetic minority exercising too much influence.

## Branch Reports.

BRIGHTON.—Our quarterly meeting was held on Sunday, March 13th, before the largest attendance seen at a meeting held in Brighton under the N.A.T.E. It was quite a treat to see so many old faces present, and we hope all our meetings in the future will be as well attended. We must thank the members who subscribed to the lists handed round the theatres for Mr. J. Gladman. We also thank Mr. A. Thompson, Mr. E. Cager, Mr. Wakeling, Mr. T. Whittingham and Mr. W. Tetlow for the work they did in collecting £5 15s. for the above fund. A suggestion was made for the branch to have a fund to draw from when a member should fall sick and a fine of 6d. was made for that purpose. The front of the house staff of the Hippodrome, however, do not see this view as some refuse to pay. If you won't attend a meeting once a quarter you should not object to pay 6d., as the members who do attend have to fight for people who are not interested, but belong to the Society under sufferance.

[Brighton branch please read Editorial note. Why not support the N.A.T.E. sick fund.]

Since our last notes in the JOURNAL we have lost one of our members who died suddenly. Joe Muggridge worked at the Theatre Royal for twenty years, and he was one of the best-hearted chaps that ever breathed. When anyone was in distress he was one of the first to get his hand in his pocket, and I hope the Brighton members will do the same for his widow and five children.

Members, do not forget July 24th, our annual outing to the High Rocks Hotel, Tunbridge Wells. Your secretary requires your money in as soon as possible: weekly if you like. J. GIBBS, Branch Sec.

## *The Miners' Struggle.*

The Executive Committee have sanctioned a donation of £50 from our funds to the "Save the Miners' Children Fund" now being created on appeal from the Parliamentary Committee of the Trade Union Congress, and our E.C. has also authorized the issue from Central Office of collecting sheets for use by branch secretaries and stewards in collecting on behalf of this fund. All members are urged to contribute. All contributions with sheets should be sent to the F.S., who will give a receipt to the collector for the amount sent in and the same will be announced in this JOURNAL.

The following sums have been collected on behalf of the *Daily Herald* Fund to Save the Miners' Children:

| | £ | s. | d. |
|---|---|---|---|
| Staff at Central Office (levy) ... | 2 | 18 | 6 |
| Collected at Holborn Empire meeting ... ... ... ... ... | 5 | 17 | 10½ |
| A. Roake, Collecting Card No. 1... | 4 | 2 | 6 |
| C. Morris, Carpenters' Branch, 3... | | 16 | 0 |
| Allen, Comedy and P.R.C., 11 ... | 2 | 17 | 0 |
| Standy, Mile End Palladium, 26 ... | | 5 | 0 |
| Banton, Junr., 39 ... ... ... | | 14 | 0 |
| Purnell, Woolwich Cinema, 46 ... | 2 | 2 | 0 |
| Moon, King's Cross Cinema, 66... | | 17 | 0 |
| Hill, Elephant & Castle, 95 ... | | 11 | 6 |
| S. Oliver, Gaiety Theatre, 100 ... | 2 | 1 | 9 |
| Coote, Camberwell, 106 ... ... | | 4 | 6 |
| Miss Foster, Winter Gardens, 132 | | 7 | 0 |

The first three items have been paid over to the *Daily Herald* Fund.

## *London District Council.*

### BYE-LAWS.

1. *AREA.*

The area of this Council shall be the Metropolitan Police Area and be representative of all branches of the Union now existing or hereafter formed within the area.

2. *CONSTITUTION OF THE COUNCIL.*

The Council shall consist of representatives of each branch appointed by the branches. The number of representatives shall be as follows:

| | |
|---|---|
| Stage Staff Branch No. 1 ... ... | 6 |
| General Staff Branch ... ... ... | 6 |
| Cinema Branch ... ... ... ... | 4 |
| Heads of Departments, No. 5... ... | 2 |
| Carpenters' and Joiners' Branch ... | 2 |
| Cinema Operators ... ... ... | 2 |
| Scenic Artists' Branch ... ... ... | 2 |
| | 24 |

3. *ELECTION OF THE COUNCIL AND ITS OFFICERS.*

(*a*) Each branch shall appoint its own representatives in the manner required by the general rules or branch bye-laws. The members of the Council shall hold office until a successor is appointed and in accordance with the general rules.

(*b*) The Council shall elect from its own number, chairman, vice-chairman, and when necessary, a treasurer. Two auditors shall be appointed by the Council who are members of the Union, but not members of the Council. All officers to hold office until their successors are elected and if still members of the Council. At the end of the present year of office, one half of the representation of each branch shall retire, on the first occasion those receiving the lower number of votes at the previous election, and thereafter those who have held office for two consecutive years. All retiring members shall be eligible, in accordance with the general rules, to be renominated and elected.

4. *FUNCTIONS OF THE COUNCIL.*

The Council shall serve the purpose of District Councils as defined by the general rules.

It shall seek to co-ordinate the work of the branches represented upon it, more especially in regard to wage movements and organizing work.

It shall consider the reports of the organizers engaged in its area, and when necessary, make recommendations thereon to the E.C.

It shall undertake such duties for any branch within its area as any branch may delegate to the Council.

It shall direct the work of the District Secretary, who shall act under the supervision of the Council.

The part-time organizers and such full-time organizers as are appointed for London work shall act under the supervision of the Council.

The Council may appoint a sub-committee to deal with any matter as may from time to time be found expedient.

5. *MEETINGS OF THE COUNCIL.*

The Council shall meet at such time and place as the Council may from time to time decide.

Special meetings may be called when two or more branches sign a requisition to the secretary for a meeting of the Council, or when the chairman and secretary may deem one to be advisable.

6. *FINANCE.*

The funds of the Council shall consist of contributions made by each branch represented upon it. The first contribution to be 30s. per 100 members or portion thereof of each branch membership based upon 1921 register on January 1st.

The members of the Council shall receive an attendance fee of 3s. for each meeting of the Council and for a meeting of the sub-committee upon which a member of the Council has been appointed by the Council.

The auditors' fee shall be fixed by the Council from year to year.

Members of the Council appointed to act for the Council upon any deputation or to attend any conference shall be allowed, for evening, half-day, or full day, according to the scale fixed by the E.C., such allowance to be in addition to any time lost by any member of the Council acting when so appointed.

7. *ELECTION OF OFFICERS.*

The chairman, vice-chairman and treasurer shall be elected by the Council at its first meeting following the re-election of the Council, preferably in the month of April in each year.

8. *DUTIES OF MEMBERS & OFFICERS.*

The duties shall be as set out in the general rules and these bye-laws.

9. *QUORUM.*

A quorum shall consist of seven members of the Council including officers and the secretary.

10. *NOTICE OF MEETING AND AGENDA.*

(*a*) Each member of the Council shall be supplied by the secretary with a copy of any notice convening a meeting of the Council and such notice shall state the business to be considered at such meeting.

(*b*) Any branch, or member of the Council, desirous of submitting any matter to any meeting of the Council, shall, when possible, send same in writing to the secretary six days before the meeting.

11. *URGENT BUSINESS.*

Any branch, or member of the Council claiming urgency at any meeting for any subject shall, through the chairman, first obtain the consent of two-thirds of those present before the consideration of such matter shall be allowed precedence of other business on the agenda.

12. *GENERAL.*

In the event of any branch delegating to the Council the duty of dealing with applications for membership in such branch, those members of the Council representing such branch shall act as a sub-committee for the purpose, and report to the Council the number of applications received, accepted, rejected, or deferred from time to time.

Note.—The L.D.C. approved these bye-laws on Sunday, May 1st, with the number of representatives for stage staff and general staff branches fixed at four each. The E.C. sub-committee approved them on May 3rd subject to the number of representatives from these branches being six each. The bye-laws are now referred to the branches concerned for their approval.

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## Correspondence.

### LADY TREE WRITES TO OUR C.O.

Dear Mr. Cannon,

I did not feel that I had the right or the authority to thank you and the members of your union for all you did on Warriors' Day. But my heart has been very full of gratitude. Now that Lord Haig has cabled to you all, it gives me an opportunity of saying how wonderful was the help and comradeship of all theatrical employees on Warriors' Day. I think that special thanks and recognition are due to those who are not in the lime-light, but who work so loyally and faithfully and generously. I am sure Lord Haig is feeling this, and I know that you have all done a splendid thing for your fellow-men. Without the whole-hearted effort of you all, Warriors' Day could not have been. As it is, it is part of the history of the war!

Pray find means to thank all the members of your Association, pending Lord Haig's home-coming, by means of his message to you all.—Yours very sincerely and gratefully,

Maud Tree.

28, Davies Street, Berkeley Square.
April 12th, 1921.

To Lady Tree,

Heartiest congratulations on success Warriors' Day. Very grateful thanks to you and committee and all generous comrades. Haig.

Colesburg, South Africa. April 11th, 1921.

## *Wages Agreement.*

Agreement between the Managers of Newcastle Theatres and Newcastle Branch of the National Association of Theatrical Employees. Scale of Minimum Rates operating from January 3rd, 1921.

1.—Daymen (Stage): 50 hours per week, £3 5s. per week.

2.—Daymen (Casual): Minimum 4 hours; 1s. 9d. per hour.

Overtime rate 1s. 9d. per hour or part of.

### Twice Nightly.

3.—Night Staff (Stage): 4s. 6d. per night; 3s. 3d. matinées.

4.—Front of House Staff (except those on commission): 3s. 6d. per night; 3s. per matinée.

5.—Dressers (when engaged by theatre): 4s. per night; 3s. matinée. When once-nightly shows are given in houses where two performances are the rule, the higher rate shall prevail at matinées.

### Once Nightly.

6.—Night Staff (Stage): 3s. 6d. per show; 3s. 6d. per matinée.

7.—Front of House Staff (except those on commission): 3s. 6d. per night; 3s. 6d. per matinée.

8.—Dressers (when engaged by theatre): 3s. per night; 3s. per matinée.

### General.

9.—Hours: Twice nightly 4½ hours; once nightly 3½ hours. All time worked over these hours to be paid for at the rate of 6d. per 15 minutes or part of collectively in any one week.

10.—Setting: Setting of scene immediately before or between two performances shall be paid for at 1s. 6d. per man; otherwise as per clause 2.

11.—Rehearsals: 7 a.m. to 11 p.m., 1s. 9d. per hour; 11 p.m. to 7 a.m., 2s. per hour.

12.—Leading Hands: First wing men, head flymen, perch and front of house lime men to be paid 2s. 6d. per week extra.

13.—Sundays, Xmas Day and Good Friday double rates.

14.—Disputes: In any case of dispute the matter shall be referred to the officials of the Association and representatives of the management.

15.—In all cases preference shall be given to the employment of members of this Trade Union when available.

16.—All rules and regulations hitherto in force with the exception of those affected by the foregoing clauses shall continue to be observed.

17.—Putting Out.—Where an agreement cannot be arrived at for a lump sum, the work shall be done on a time rate of 3s. per hour.

Agreed to by:
Mr. G. Minshul, *Royal.*
,, J. W. Rowe, *Palace.*
,, A. E. Charcot, *Moss Empires.*
,, W. H. Bibby, *Hippodrome.*
,, W. Whitehead.
,, C. A. Collins.
,, Naylor.
*Representing the employers.*
,, S. Gosling, *President.*
,, M. McKenna, *Secretary.*
,, J. Hedley.
,, J. Keady.
,, J. Phillips. *Committee.*
,, M. Calvert.
,, J. Moore.
*Representing the N.A.T.E.*

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### BRISTOL.

Minutes of meeting between the Bristol Theatre Managers and the National Association of Theatrical Employees held at the Prince's Theatre, Bristol, on Tuesday, March 15th at 11 a.m.

Representing the Managerial side were:
Mr. John Hart, *Chairman.*
Mr. Fortescue Harrison (Representing Sir Oswald Stoll).
Mr. Brown and Mr. Smart (Representing Harry Day's).
Mr. Stevenson and Mr. Miller (Representing Hamilton Baines).

Representing the National Association of Theatrical Employees:
Mr. Terence Cannon, *General Secretary.*
Mr. Thomas O'Brien, *Organizer.*
Mr. White, *Branch Secretary.*

Members:
Mr. Parker.
Mr. Depres.

The Secretary and President of the Bristol Trades' Council attended the meeting.

In opening, Mr. Hart stated that the former conference was adjourned in order to enable them to discuss the Union's proposal for settlement on the Manchester award, but he had to tell them quite frankly that they could not do it.

After discussing each item, the following rates of pay were agreed to from February 28th, 1921:

### BRISTOL HIPPODROME.

(Mr. Fortescue Harrison.)

It was agreed that a 5s. increase be given, with a minimum of 50s. per week to male day-workers and an increase for other departments, as set out below.

| | Per week. £ | s. | d. |
|---|---|---|---|
| 1. Stage Manager to receive ... | 4 | 15 | 0 |
| 2. Chief Electrician ... ... | 4 | 15 | 0 |
| 3. Assistant Carpenter and Dayman | 2 | 15 | 0 |
| 4. Dayman and Assistant... ... | 2 | 10 | 0 |
| 5. Head Flyman ... ... ... | 2 | 13 | 0 |
| 6. Head Housekeeper ... ... | 2 | 0 | 0 |
| 7. Stoker and Boilerman ... ... | 2 | 10 | 0 |
| 8. Assistant Electrician & Operator | 2 | 10 | 0 |
| 9. Assistant Electrician ... ... | 2 | 10 | 0 |
| 10. Foreman (Front of House) ... | 2 | 10 | 0 |
| 11. Bill Inspector and Night Attendant ... ... ... ... | 2 | 10 | 0 |
| 12. Day Cleaners and Cashiers (vacuum) ... ... ... | 2 | 10 | 0 |
| 13. Vacuum Cleaners and Checkers | 2 | 10 | 0 |
| 14. Day Cleaner and Night Attendant ... ... ... ... | 2 | 10 | 0 |
| 15. Hallkeeper ... ... ... | 2 | 10 | 0 |
| 16. Call Boy ... ... ... ... | | | |
| 17. Dressers and Cleaners ... | 1 | 1 | 0 |
| 18. Cleaners and Cloak-room Attendants ... ... ... ... | 1 | 1 | 0 |
| 19. Cleaners and Balcony Attendants ... ... ... ... | 1 | 8 | 6 |
| 20. Cleaners (Day Work) ... ... | 1 | 1 | 0 |
| 21. Tea Room ... ... ... | | | |
| 22. Box Office Supervisor ... ... | 2 | 15 | 0 |
| 23. Booking Clerk ... ... ... | 2 | 0 | 0 |
| 24. Booking Clerk ... ... ... | 1 | 17 | 6 |
| 25. Booking Clerk ... ... ... | 1 | 15 | 6 |
| 26. Telephone Operator ... ... | 1 | 5 | 0 |

NIGHT STAFF:

| | £ | s. | d. |
|---|---|---|---|
| 1. Attendants ... ... ... | 1 | 2 | 6 |
| 2. Programme Sellers ... ... | | 18 | 0 |
| 3. Stage Staff and Flys ... ... | 1 | 2 | 6 |

Head Flyman to receive 6d. per night extra.

Matinées for Stage Staff and Front of House to be paid at 3s. per matinée.

Programme Girls to receive 2s. per matinée.

## THE EMPIRE, BRISTOL.

(Messrs. Brown and Smart.)

It was agreed that increases of 5s. be given and a minimum of £2 10s. be paid to Male Day-Workers, with other increases as follows:

| | £ | s. | d. |
|---|---|---|---|
| 1. Stage Manager ... ... ... | | | |
| 2. Dayman ... ... ... | 2 | 15 | 0 |
| 3. Electrician ... ... ... | 4 | 0 | 0 |
| 4. Assistant Electrician ... ... | 1 | 10 | 0 |
| 5. Fireman ... ... ... ... | 2 | 15 | 0 |
| 6. Hall Keeper (5s. extra) ... | 2 | 10 | 0 |
| 7. Daymen ... ... ... ... | 2 | 10 | 0 |
| 8. 1 Man ... ... ... ... | 2 | 10 | 0 |
| 1 Girl (Booking)... ... ... | 1 | 7 | 6 |
| (This comes under the Hippodrome 5s. box office. | | | |
| Gilbert Cunningham (Boy) ... | 1 | 17 | 6 |
| 9. Women Cleaners ... ... | 1 | 1 | 0 |
| 10. 2 Girls (Pay Box) (1) ... ... | 1 | 5 | 0 |
| (2) ... ... ... ... | 1 | 0 | 0 |
| 11. Programme Girls ... ... | | 18 | 0 |
| Limes 11s. 6d.; Matinées 1s. 6d. | | | |
| Dressers to be paid by the artistes. | | | |
| 12. Stage Staff and Flys (and attendants) ... ... ... ... | 1 | 2 | 6 |
| 13. Head Flymen to receive 6d. per night extra. | | | |

Matinées to be paid at the rate of 3s. per matinée to Stage Staff and Front of House, and 2s. per matinée Programme Girls.

A flat rate of pay is established at the Hippodrome and Empire for Front of the House, Night Staff, and Stage Staff, at 3s. 9d. per night as shown above.

The combined agreements to operate from February 28th, 1921, and to continue until March 31st, 1922, subject to a revision by three months' notice to be given by either side, and notices not to expire in the months of December, January or February.

## PRINCE'S THEATRE.

(Mr. John Hart.)

The management stated that as far as their permanent staff were concerned, they were quite satisfied and an increase could not be entertained.

The increases agreed upon were as follows:

Fireman to receive an increase of 4s. per week, making his wage 28s. per week.

Cleaners to receive an increase of 2s. 6d. per week, making their wages 25s. per week.

Night Staff 3s. per night (stablished).

Workers working by the hour to have an increase from 1s. to 1s. 3d. per hour.

## THEATRE ROYAL.

Mr. Stevenson stated, on behalf of Mr. H. Baines, his inability to pay any more. It was, however, decided that Mr. Cannon meet Mr. Baines with a view to settlement.

Signed for, and on behalf of the
Bristol Hippodrome, S. Fortescue Harrison (Manager).
Bristol Empire, Conan Smart (Manager).
Bristol Theatre "Princes," John Johnston.
Bristol Theatre Royal.

Signed for and on behalf of the National Association of Theatrical Employees:
Henry Charles White, *Branch Secretary.*
Thomas O'Brien, *District Organizer.*
Terence Cannon, *General Secretary.*

April 6th, 1921.

## LIST OF BRANCH SECRETARIES:

ABERDARE.—G. A. Hawke, 212, Cardiff Rd., Aberaman.
ABERDEEN.—Miss Raich, 2, Westburn Road.
ALDERSHOT.—G. A. Sales, 80, Ash Rd.
ASHTON-UNDER-LYNE.—J. Hardman, 78, Astley St., Dukinfield.
AYR.—L. Wilson, 19, New Bridge St.
BARROW-IN-FURNESS.—W. Wright, 2D, Ship Street.
BARRY DOCK.—E. R. Harper, 88, Barry Rd., Cadoxton.
BATH.—H. J. Eades, 27, Kingsmead Terrace.
BIRMINGHAM.—F. A. Watson, 158, Witton Road, Aston.
BISHOP AUCKLAND.—A. McConnell, 68, Bridge St.
BLACKBURN.—C. T. Swithenbank, 20, Brooksfield St.
BLACKPOOL.—G. Mitchell, 48, Adelaide St.
BOLTON.—E. S. Allsebrook, 19, Brinks Place, off Chorley St.
BRADFORD.—J. H. Johnston, 16, Rugby Place.
BRIGHTON.—J. Gibbs, 17, Grove St.
BRISTOL.—H. C. White, 8, Blenheim Sq., Marlborough Hill.
BURNLEY & NELSON.—J. Bell, 31, John St., Nelson, Lancs.
CARDIFF.—J. Hunt, 85, City Road.
CARLISLE.—J. Hodgson, 5, Annetwell Street.
CARPENTERS'.—C. Morris, 80, Bonnington Sq., Vauxhall, S.W., 8.
CASTLEFORD.—C. Holder, 33, Regent St., Half Acres.
COWDENBEATH.—J. McGregor, c/o 182, Foulford Rd.
DARLINGTON.—F. Richardson, 2, Bakehouse Sq., Union St.
DERBY.—Mrs. A. L. Kelly, 22, Macklin St.
DUNDEE.—T. Phillips, 12, Parker St.
EDINBURGH.—Mrs. Cockburn, 82, Causewayside.
FERNDALE.—F. Jones, 22, The Parade.
GLASGOW.—J. Carlin, 12, Windsor Ter.
GRAVESEND.—W. Warner, 4, Sussex Place.
HALIFAX.—T. Turner, 27, North Parade.
HANLEY.—G. Docksey, 76, Boundary St.
HUDDERSFIELD.—S. Armitage, 2, Filbert St., Birkby.
HULL.—G. E. Hazel, 2, Ferndale, Walliker St.
KILMARNOCK.—T. Adam, 34, Mill Lane.
KIRKCALDY.—J. Wallace, 53, Dunnikier Rd.
LEEDS.—A. Lambert, 7, Welton Mount, Headingley.
LEICESTER.—R. A. Peutrill, 11, Eaton St.
LIVERPOOL.—J. James, 42, Fairfield St.
LLANELLY.—T. O'Brien, 23, Pottery St.
LONDON BRANCHES.—H. Roberts, 29-31, Portugal St., W.C. 2.
MANCHESTER.—T. H. Derbyshire, 12, East St., Lower Mosley St.
MERTHYR TYDFIL.—J. Hall, 4, Gwynne Cottages, Gwaelodygarth.
MIDDLESBROUGH.—A. Peeling, 68, Bolckow St.
NEWCASTLE.—J. Laing, 125, Sycamore Street.
NEWPORT (MON.)—J. Perrin, 6, George St.
NOTTINGHAM.—G. H. Challand, 68, Seymour St.
OLDHAM.—L. Graydon, 14, Charter St.
PORTSMOUTH.—J. E. Randall, 88, Stansted Rd., Southsea.
PRESTON.—J. Wilson, 9, Vauxhall Rd.
ROCHDALE.—J. Law, 29, Ashfield Rd.
ROTHERHAM.—W. Woodcock, 8, Field Pl., Greasborough.
SHEFFIELD.—W. Yates, 14, Wellington St.
SOUTHAMPTON.—G. Tutt, 14, Southampton St.
SOUTH SHIELDS.—R. Huntley, 148, Stanhope Road, South Shields.
SOUTHEND.—A. Paston, 88, North Av.
SOUTHPORT.—W. Whitesmith, 11, Matlock Rd.
SWANSEA.—E. A. Howell, 2, Bryn-y-don Rd., North Hill.
SWINDON.—W. Cooper, 3, Dumbarton Ter.
WARRINGTON.—W. Cook, 71, Orford St.
WAKEFIELD.—J. A. Binns, 29, Almshouse Lane.
WEST HARTLEPOOL.—K. Carson, 15, Alma Pl.
WIGAN.—T. Tomlinson, 8, Gilroy St.
WORKINGTON & WHITEHAVEN.—E. Lowther, 43, Edkin St.

## DISTRICT ORGANIZERS:

LONDON.—C. B. Finley, A. W. Muir, P. Sharp, H. J. Kemp, 29-31, Portugal Street, W.C. 2.
LANCASHIRE AND CHESHIRE.—G. Mitchell, 48, Adelaide Street, Blackpool; T. H. Derbyshire, 12, East Street, Lower Mosley Street, Manchester.
SCOTLAND.—J. Carlin, 12, Windsor Terrace, Glasgow.
YORKSHIRE AND MIDLANDS.—B. Gorham, 18, Brompton Mount, Dewsbury Road, Leeds.
SOUTH WALES AND WEST OF ENGLAND.—T. O'Brien, 23, Pottery Street, Llanelly.
NORTH OF ENGLAND.—M. McKenna, 4, Seymour Street, Dunston-on-Tyne.

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Please pass on this copy to a non-member. Published on the 15th of the month.

SEP 14 1921

# The N.A.T.E. (National Association Theatrical Employees.) JOURNAL.

Vol. I. JUNE, 1921 No. 6.

## *National Entertainment Industry Council.*

At the next meeting of this Council the present rule regarding reference to the Council of disputes between employers and employed will be considered. It will be proposed that the present rule be deleted and the following substituted. The new clause is designed to avert delay in securing a settlement, but it is very important inasmuch as its adoption will bind the parties to an acceptance of the decision of the Conciliation Boards.

New Proposal.

"In the event of any trade dispute between members of the employers' side represented on the Council on the one hand and members of the employees' side represented on the Council on the other hand, no strike or lock-out shall take place until matters in dispute shall have been referred to a Conciliation Board appointed by the Council. The full Council shall be the panel from which the members of the Conciliation Board shall be selected. In the case of sectional application for the services of a Conciliation Board such sectional Conciliation Board shall consist of three representatives from each side of the Council, the parties to select same. Members of the Council who have a direct financial interest in the matter in dispute shall not serve on the Board. The opinion of the Conciliation Board shall be expressed within fourteen days of reference with a view to securing an amicable settlement. Failing a settlement on the lines suggested, the Board shall give a decision which shall be binding and should any member of the Employers' Association or Employees' Union refuse to conform to any decision given, the aggrieved party shall be at liberty to take such action as he may deem necessary to enforce the decision or such other terms as he or they may deem desirable."

It is also suggested that,

"When one party refuses to meet the other in accordance with above clause the E.C. of the Council shall have power to appoint representatives to complete a Conciliation Board and the Conciliation Board so appointed shall act as if such Conciliation Board had been appointed by the parties."

Branch committees are requested to consider these proposals and communicate their views to the E.C. of the N.A.T.E.

The E.C. met on May 3rd, William Johnson, vice-president, in the chair, when it was decided to request the Labour side to confer with the Actors' Association with a view of inducing that union to withdraw its resignation from the Council.

A resolution was also passed urging the importance of united action by the Council regarding the entertainment tax.

The next meeting of the E.C. will be on June 24th and the Council will meet on July 1st.

The address given by Sir Oswald Stoll at the last meeting of the E.N.I.C. has been printed and copies may be obtained from the C.O. We advise our branch committees to read this address.

## *Wanted—To Know*

Who was the Oldham operator who said that N.A.T.E. meant Never Again Turn Elsewhere?

* * * *

It is said that a certain society are looking for the scalp of Bro. Graydon; it may save them considerable time and trouble to know that he is bald.

***New Members for April—397; and for May—265.***

## General Secretary's Notes.

*Plymouth.*—I visited Plymouth on May 27th, 28th and 29th and am very happy to say that we have reconstructed the old branch with a real live secretary and committee. I am looking forward to this branch being one of the healthiest in the United Kingdom.

It was interesting and gratifying, after the speeches had been made, to find Brother Finch, who is now the branch secretary, getting up and moving a resolution to the following effect:

"That after hearing the speeches this morning we men present resolve to form ourselves into a branch of the N.A.T.E., and further pledge ourselves to use our utmost endeavours to make this branch one of the most successful branches in the United Kingdom."

Brother Bryant, the Secretary of the A.M.U., occupied the chair, and expressed the opinion that he had never known in the history of Plymouth any branch started with such an enthusiastic send-off, thirty-two members being enrolled and each member assuring us that he would do his best to get another member. If this spirit is kept up and the members have for their motto, "Every member an organizer," the future will undoubtedly be bright, although it is black at present. I shall always look back with great pleasure to my visit to Plymouth.

I have been very busy this month in dealing with correspondence from the branches, where, owing to the industrial crisis, our members have all been receiving a fortnight's notice. Happily, as the correspondence has disclosed, the various managers I have been in communication with have assured me that it is only a provisional arrangement, as in some towns the electric current is cut off after 3 o'clock in the afternoon, and the tram services suspended.

*Next Meeting of the E.C.*—The full executive will meet from June 28th to July 2nd, when questions of the greatest importance, as far as the Association is concerned, will be discussed.

Just a reminder to all branch secretaries who have any resolutions for the agenda. I trust they will send them in at an early date.

*Ballot Papers*, for election of general vice-president, general trustees, and federation or amalgamation with the Actors' Association and the Amalgamated Musicians' Union, are being got ready as quick as possible. I should like branch officials and members to try and imagine the amount of work this entails at this period of the quarter, as all the office staff are engaged in getting the third quarter's cards ready for the members, besides other important work, and it practically means addressing about 25,000 envelopes, as well as folding the voting papers, etc., so I hope those interested parties who are watching and waiting for the ballot will try and believe that everything that is possible to be done is being done with as much haste as conditions will allow.

G. S.

## The A.A. and the E.N.I.C.

A conference took place on May 23rd between Messrs. Voyce, Bayly, Johnson, Cannon, Atterton, Gaynor and Brain, representing the Labour side of the Industry Council, and Messrs. Henry Vibart, Lugg, Fisher, White, Miss Jessica Black and Madame Isobel Beresford, of the A.A., respecting the desirability of the A.A. withdrawing its resignation from the E.N.I.C.

The Labour side submitted the following resolution:

"That we recommend the A.A. to withdraw its resignation, and on returning to the E.N.I.C. to raise any question regarding the constitution or any other matter it may think fit to raise. With regard to representation on the Executive Committee of the E.N.I.C. the members of the Labour side now present agree to support the A.A's application that the Executive Committee of the E.N.I.C. be increased by four, two employers and two on the Labour side. Those allocated to the Labour side to be divided between the V.A.F. and the A.A."

The matter was fully discussed and the A.A. representatives reported to their Council at its meeting on May 27th.

## Recognition.

It was rare in the past for the staff services in the cause of charity to be mentioned and we are glad to find that Lord Haig took occasion at the recent meeting in His Majesty's Theatre, when the cheque for £115-140 was presented to him as the contribution of the industry to the "Warrior's Day" Fund, to make special mention of the services of the "National Association of Theatrical Employees," among those who were thanked for their services.

## *The Women's Column.*

We are now passing through a very critical period in the history of the trade union movement, and it depends (I do not think I shall be wrong in saying this) to a large extent upon the unity of purpose, aim and object of each worker, as to whether we are going to win or go under.

Unity is a word that has been in my mind a good deal recently, and I have wondered how many of the women workers of England have given any serious thought to it, and as to what it really means. It means that where unity of purpose exists, there must also be strength, for in unity strength is found.

Since the lock-out of the miners, I have been very interested in reading the letters from miners' wives in the *Daily Herald*. These show a unity of purpose. They express their determination to stand by their men and sink or swim with them. This is the spirit that is required in every industry; but, unfortunately there are so many women who have not that moral force of character and foresight which enables them to look ahead. They can only grasp their immediate surroundings, and allow themselves to be over-ruled by immediate circumstances. They do not care to look into the future. If things are not going exactly as they would wish them to go to-day, well, then they decide their union is not what they expected it to be, and think they must give it up. But nothing can be accomplished in this way. Those wives of the miners know that, by allowing perfect harmony to exist between their husbands and themselves, sooner or later they will win through. You may say, "Well, suppose it is later, in what way is it going to benefit those women?" It will benefit their children if not themselves, and there are many mothers who are unselfish enough to enter the struggle, well knowing that they themselves will not reap the reward to any great extent, but feeling that what they are fighting for will be of great good to those who come after them; but that it will be gained only by unity of purpose with their men.

The agricultural workers are now threatened. It is not so very long ago that they had to put up a fight to obtain a minimum wage of 46s. a week and regular working hours, and because the employers were in great need of workers at that time, they got it; but this, it seems, is now to be taken from them. The need for unity again rises here.

Then there are the cotton workers, and others; and so the long arm is stretched out in all directions, with the grabbing hand taking that which rightfully belongs to the worker, and, of course, they are only waiting to see if the worker is prepared to submit to this, and if there is any sign of weakening, the arm will be stretched out further and further, until it encircles the whole, and then will come the *heel* which will grind and grind, until you find yourselves back to the conditions which we thought had gone for ever.

There are many people watching with interest the industrial portion of the community at the present time, and when they see disunity amongst any members of a body which upholds the principle of unity, they take special note of that for future reference. If I had a thousand voices I would like to come and shout with the whole lot of them into each ear—UNITY—until you came to think it was the first thing to be considered, unity of mind, thought and action with your fellow workers.

Have you noticed that there is much unity of thought at the present time in the ranks of the employers? They are united on one point, and that is, as they must forgo some of the excess profits they have been able to enjoy, and have become accustomed to, they must get, at any rate, a portion of it in some other way, and have decided that one way must be through a reduction of the wages of the workers, and if the workers are not united in purpose, the employers are *going* to get what they want, and, instead of your present standard of life being maintained or raised, it will be lowered and become worse than it was in 1914.

So, women members, take up the refrain—"Unity, Unity, Unity." Stand together and do your share in trying to inspire all our members with this spirit.

J. K.

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## *Important Notice.*

To the MEMBERS of the LIVERPOOL AND MANCHESTER BRANCHES. MR. TERENCE CANNON, the General Secretary, and BROTHER GEORGE MITCHELL, the Lancashire and Cheshire Organizer, will address meetings of the Members on SUNDAY, JUNE 19TH.

FIRST MEETING: Engineers' Hall, Mount Pleasant, Liverpool, at 11 a.m.

SECOND MEETING: Packers' Hall, Manchester, at 6.30 p.m.

IT IS HOPED THAT ALL THE MEMBERS IN ABOVE TOWNS WILL ATTEND THESE MEETINGS.

## *The Miners' Children Fund.*

The miners continue their struggle with unabated unity and loyalty to their Federation. It is becoming more and more obvious that this struggle is of vital importance to the whole working class. We urge our officials and members who have collecting cards and subscription lists, to make every possible effort to augment the above fund. Reports should be made weekly. We give below a list of sums received and regret to find that so few branches have, so far, made a report. The credit of the members of the N.A.T.E., as a responsive section of the Labour army, is involved; remember, he who gives quickly gives at the right time.

| CARD. | | £ | s. | d. |
|---|---|---|---|---|
| | Already acknowledged in May JOURNAL ... ... ... | 23 | 15 | 1½ |
| | Grant from the General Fund... | 50 | 0 | 0 |
| | General Office Staff (levy) ... | 6 | 3 | 6 |
| | Merthyr Tydfil Branch ... | 1 | 0 | 0 |
| | Oldham Branch ... ... | 2 | 0 | 0 |
| | Warrington Branch ... ... | | 15 | 0 |
| 14 | Webster, Chiswick Empire ... | 1 | 13 | 2 |
| 17 | Welch, Bedford Palace ... | | 5 | 6 |
| 18 | Cane, Brixton Theatre ... | | 13 | 0 |
| 24 | Whale, Duke of York's Theatre | | 15 | 0 |
| 37 | Bailey, South London Palace... | 1 | 1 | 0 |
| 38 | Symons, Peckham Hippodrome | | 4 | 0 |
| 40 | Wright, Palaseum ... ... | | 4 | 3 |
| 49 | Steward, Terry's Cinema ... | | 7 | 0 |
| 48 | Borrowman, Trafalgar Cinema, Greenwich (sent direct to the *Daily Herald*) ... ... | | 8 | 6 |
| 74 | Edney, Grand Centrals, Blackfriars ... ... ... ... | | 6 | 0 |
| 80 | Fitzmaurice, Empire Theatre... | | 10 | 6 |
| 87 | Earnshaw, Woolwich Hippodrome ... ... ... | | 11 | 3 |
| 88 | Crisp, Winter Gardens ... | | 10 | 1 |
| 89 | Fursman, Victoria Palace ... | | 9 | 9 |
| 90 | Boxall, Vaudeville ... ... | | 4 | 0 |
| 97 | Copsey, Hackney Empire ... | | 9 | 3 |
| 115 | West, Canning Town Cinema | | 10 | 0 |
| 118 | Puddle, Blue Halls, Islington | | 7 | 0 |
| 119 | Hall, Blue Hall, Edgware Rd. | 1 | 8 | 1 |
| 144 | Burroughs, Garrick Theatre ... | 1 | 0 | 0 |
| 149 | Merritt, Stratford Empire ... | | 9 | 7 |
| 50 | Latchford, Victory Theatre, Tooting ... ... | | 7 | 3 |
| | | £96 | 7 | 9½ |

## *The Musicians Amalgamate.*

The twenty years' division between the Amalgamated Musicians' Union and what was known as the National Orchestral Association, but more recently as the National Orchestral Union, has been put an end to by a ballot vote of the members of each society, the result being as under:

The A.M.U. issued 16,667 voting papers; there were 12,183 returned; of these 12,018 were in favour and 103 against—spoilt papers 62.

The N.O.U. issued 2,690 voting papers; there were 1,384 returned, of which 1,361 were in favour, 20 against—spoilt papers 3. Rules for the new Union of Musicians are being prepared.

We congratulate both societies upon the result. We understand that the name of the new union will be "The Musicians' Union" a simple and all-sufficing title.

The general offices for the new union have yet to be selected.

## *A Useful Book.*

*The Labour Chairman*, price 2s. 6d., is a book written by Walter M. Citrine, Assistant General Secretary of the E.T.U. The style is lucid, the matter is well arranged and the information given covers every point that occurs to us—where instruction is necessary—regarding the conduct of a trade union meeting of members or committees and delegates, at conferences. A copy should be in the hands of every branch chairman and secretary and most general officers would find in this book many useful hints and useful information. Members who take an interest in the meetings of their Union should get this book: it is well to know how business should be conducted. We congratulate Mr. Citrine and hope that his book will have a large sale—it certainly deserves to rank among the successful books of the year, as it is undoubtedly one of the most useful.

## *Stage Whispers.*

Who was the Barry member who lost his oar whilst boating on the Wye river at the outing?

Can he row a bloater better than a boat, as suggested by the boatman?

## *Lancashire and Cheshire District Notes.*

By G. Mitchell, Organizer.

I refrained last month to send report to the Journal, thinking that many of our branch secretaries or members would avail themselves of the use of the paper to let others know how they were going on, also give ideas for solidifying the members, and I am sure the organizers do not wish to take up the space if the branches would send their little contributions along. I am certain the general officers would be more pleased to have the many contributors rather than the few. Now, boys, come along, and help to swell the interest in the N.A.T.E. Journal and make it one of the most popular in the trade union movement. During the month I have visited Burnley, Nelson, Colne, Blackburn, Warrington, Bolton, and in each place whilst many of our members are doing their best to induce others to join, some are quite lukewarm. In our last Journal you refer to sick and benevolent fund, and invite me to give a report in reference to the fund the Blackpool branch has been able to get together. We, from the first, looked upon the N.A.T.E. not only as a means to better, by organization, the conditions under which we were working, but that we should take some interest in the welfare of all those who joined up with us, making our Union a brotherhood and sisterhood in which we could all be proud; the matter was talked over and it was decided to inaugurate a large whist drive and dance. A large number of the lady members along with the brothers formed themselves into a working committee and set about making it a gigantic success. Many of the shopkeepers, etc., were approached with a view to giving prizes, of which we desired to give thirty, and in no case were we refused, thus getting the whole of our prizes provided free. Of course other expenses were unavoidable—rent of room, orchestra, printing and other items. On the night, over 1,000 sat down to whist and this number was later augmented by those who wished to join in the dancing by nearly another 1,000. The Mayor and Mayoress had kindly consented to present the prizes, which they did amidst great enthusiasm, and our first effort realized for the fund, after all expenses were paid, close on £100. We thus laid the foundation of a local sickness and benevolent fund. We have held two other drives since then which have resulted in a good financial success: the last one unfortunately fell at a very bad time and was not as well supported as the two previous ones. The result is we have been enabled to assist many of our members in time of need, and trust created a feeling of family unity amongst ourselves and made it unnecessary to call upon the general benevolent fund for assistance for any of our members. I know some say we have a sick fund in connection with our Association and the members ought to join it; then, in case of necessity they have made provision—in which I fully agree, but the limit to which members may join it is forty years of age, and as fully fifty per cent. of our workers are over that age they are debarred from doing so, and there is no greater pleasure in life than being able to alleviate suffering and help to restore to health, and in case of death to show our practical help and sympathy.

[Brother Mitchell's report does not say how much has been raised by the means he described, or how much has been distributed and how much remains in hand.—Ed.]

## *Cinema Operators.*

### V.

Since my last article I have had further opportunities of studying the operators' problem, having made a tour of Scotland, and am pleased to say have met with success among the followers of our calling in this part of our Empire, in spite of the fact that the usual unfair statements were scattered broadcast in my path by organizations not connected with our industry which is directly against the principles of the trade union movement. But I am still determined to go on and make a bold and sincere effort to solve the problem for the boys I have the honour to represent, and with whom I have worked for so many years.

I fully realize the difficulties that are to be overcome before our aim can be accomplished, which have been caused by the split made by members joining other organizations outside our industry. Such policy is a selfish one and will only result in complete failure.

Up to the present those who have permitted me to address them in various places have been convinced and, furthermore, admitted and accepted our policy as the only possible one to achieve our object of becoming a united body of workers worthy of our calling.

A few months ago I received a letter from an operator in South Africa, requesting me to forward all particulars of the N.A.C.O. *re* examination scheme, and data relating to our policy here, for the purpose of same being placed before the operators in that country with a view to adopting them by the S.A. Union Association of Cinematograph Operators.

I have since received a letter from the secretary stating that he had been desired by his members to sit for our examination, to enable him to be elected for the Board of Examiners to be set up in South Africa to follow the policy of the N.A.C.O. to place the operator on a footing as skilled men at their own game.

The result of his effort justified the confidence of his members to the fullest extent, and he has been awarded a certificate of special merit by the Examining Board of which I have the honour to be a member.

Here is an example to the boys of England. Are you going to let yourselves be beaten by the boys of your calling in other parts of the world?

The boys in South Africa are a national body: there is only one union catering for them all. They are bent on progress, and solidarity is the prime factor to achieve this aim, and it is up to you here, each and every one, to make the same determined effort.

I am requested to convey the fraternal greetings from the members of the N.A.C.O. of South Africa to the operators of this country, which I have accepted and replied to on your behalf.

Now, brother operators, it is up to you to follow the example on the principles of organization set by the operators in South Africa, Australia, and in America. Put aside petty jealousy; make a stand for yourselves as one body, one for all and all for one, in the organization that caters for the industry in which you work.

The effort has been long delayed. Start now. We live for the future, to-day and to-morrow: yesterday is dead.

Let us make a combined effort to get on the track that leads to success and solidarity.

A. W. Muir.

## *Cinema Notes.*

By C. B. Finley, Organizer.

Just a word or two to our members who are employed in cinemas.

First, let us take the payment of your contributions. It is most essential that all cards should be kept clear. Remember, the first thing that your employer does is to see that *his* contributions are always paid up, and I might add that he pays pounds where our members pay pence. The employers pay into their organizations for the purpose of fighting you when they think it necessary to do so, and they are not backward in throwing a few extra pounds in if they think a fight will benefit them in any way. Remember, each week that you pay your contributions you are helping your Association to show a united front to an employer who attempts to exploit you. Also, part of your contributions goes towards helping to organize the unorganized, who are still paid "sweated" wages in cinemas.

You also have a duty to perform to your wives and children in seeing that you are paid a wage above the subsistence level, and this can only be got by solidarity and unity. So I appeal to all our members to stand solid together and not allow themselves to become disorganized by any creeping, crawling thing who tries to divide the ranks.

I am pleased to know that the London District Committee have affiliated to all the Trades and Labour Councils in the Metropolitan area.

I would like to point out to our members what this really means. Say, for argument, we had two cinemas in one particular district, one of which did not pay our rates. Having representation on the local Trades Council, we could claim the support of the whole of the Trade Union movement in that district.

The London District Committee have also decided to hold district meetings throughout the Metropolitan area for theatres, cinemas and music halls. So roll up to the meetings when one takes place in your district and if you have any complaints, bring them forward there.

## *The Touring Staff.*

We have been supplied by the G.S. with copies of the correspondence between him and the Touring Managers' Association, regarding a standard contract for our members. This correspondence is too lengthy to publish in full, more especially as we have a larger demand upon our space this month. Several meetings of the parties took place in and prior to last June. At one—when the writer was present—the representatives of the T.M.A., having said our scale was beyond their means, were asked and agreed to send in the terms they could propose. The question of "tips" to the resident S.C. was then raised, and the N.A.T.E. said that these "tips"—so called—were a custom and largely accounted for the low wages paid to the resident S.C.; to this the T.M.A. agreed. The N.A.T.E. further said that the question of "tips" could not be dealt with until the touring members' case had been dealt with and time afforded to our local branches to secure increases for the local S.C. equivalent to the "tip." The letters which have passed are dated as follows: June 23rd from our G.S. to the T.M.A.—no reply was sent, but, by 'phone, a meeting was arranged at which about thirty of our members met the T.M.A. representatives. The Secretary of the T.M.A. wrote our G.S. on July 5th to say our case would have full consideration at a general meeting of the T.M.A. on July 30th. Our G.S. replied on July 7th. On July 19th the Secretary of the T.M.A. wrote our G.S. enclosing copy of circular letter sent to the resident S.C. *re* "tips," which misrepresented our attitude upon that question. To this letter our G.S. replied on July 21st, saying the N.A.T.E. did not endorse the circular letter referred to. On August 4th the Secretary of the T.M.A. wrote that their meeting had given our application careful consideration but "came to the conclusion that there was no evidence to warrant our complying with the request you make."

On August 9th the Secretary of the T.M.A. wrote for copy of our rules and list of rates fixed for theatre staffs, and saying he would be glad to know "if your members have agreed to a fixed scale for getting out on Saturday nights."

To this our G.S. replied, on August 11th. The Secretary of the T.M.A. wrote on September 2nd asking our G.S. to meet him and others *re* a standard contract. This our G.S. confirmed on September 3rd and went with Brother Finlay and discussed the matter for three hours. On September 9th the T.M.A. wrote the matter was referred to a general meeting on September 4th. To this our G.S. replied on September 13th. The T.M.A. wrote again on September 28th, to say the matter was fully discussed at the general meeting and that as the rates of pay recently suggested were being paid except in a few cases there was no need for a standard contract; they would be glad to confer with the N.A.T.E. on cases of individual hardship, in which their members were concerned, on the facts being placed before them. To this our G.S. replied at length, on September 30th, expressing his surprise and regret with the unsatisfactory reply.

The T.M.A. have withdrawn from the E.N.I.C., so the N.A.T.E. has liberty of action with regard to the T.M.A.

Our touring members should not be disheartened, as they are passing through an ordeal which every other section has passed through. With better organization among the roadmen and women the standard contract and a reasonable scale of pay can be established. The matter rests largely in the hands of the men and women concerned, so get busy and join. Give the Union a mandate to push this matter to a more satisfactory conclusion.

## *Would You Believe It?*

At a recent meeting of the A.A., as reported in *The Stage* of May 26th, Miss Charlotta Anson said, on the question of federation with the N.A.T.E., "that in a sense the members of the N.A.T.E. battened upon the poor actor, whose salary had to be cut because of the demands of stage hands and others employed in theatres."

Miss Anson apparently supports the views of Mr. Arthur Bourchier, who indignantly proclaimed that some propertymen were getting more than double demanded by the A.A. for competent actors. Miss Anson has evidently had her leg pulled, as the saying is, by some manager. It may be news to her to know that some managers have told the N.A.T.E., when wage increases were under discussion, that owing to the demands of the musicians they could not give all the N.A.T.E. claimed. We suggest to Miss Anson, and those of the A.A. who think her thoughts, that she, and they, would be better advised in considering whether the large sums paid to some actors—a mere competitive price, having no real relation to ability or equity—is not the true cause for the wretched salaries paid to many actors and actresses. The revenue of the industry is not, we believe, fairly distributed, but to suggest that members of the staff should not receive a living wage because some actors are paid less than they should be paid, shows a selfishness and a want of knowledge that is deplorable in a Trade Unionist. The London members of the N.A.T.E. are, in only a few cases, now paid a sum above the 1914 rate equal to the increased cost of living. Miss Anson need not worry: the N.A.T.E. will not federate with her thoughts.

Miss Anson might tell us if the actors were paid more when the N.A.T.E. members received half their present wage.

## *Inventions and Patents.*

We beg to inform any members interested in inventions that we have arrangements with a firm of registered Patent Agents to give the fullest information free of charge, and to undertake any professional work required on reduced terms. Members requiring information should address the General Secretary, marking their letter "Patent."

# Editorial Notes.

## *A Testing Time: " Lift up your Hearts."*

The present, and the immediate future, will prove a testing time for all sorts of Trade Unionists. It is idle to deny that there are many men and women belonging to Trade Unions who joined for selfish reasons or because they had to join in order to obtain or retain employment. These members have not worked out in their own minds why Trade Unions are necessary; these members are the first to drop out of their Trade Union when they think they may do so without loss or disadvantage to themselves.

We venture to assert, however, that no member of the working-class, whether in or out of a Trade Union, holding any sort of opinion on the utility or necessity of Trade Unions, but will sooner or later suffer from any weakening of the Trade Union movement.

When one considers how difficult it is to create, for the workers in any occupation, an effective Trade Union, and how rapidly a Trade Union is affected by the apathy of its members or a reduction in its membership, one wonders how the workers can be so blind to their duty and their own interests as to contribute to these causes—and thus withdraw the means necessary for the support and defence of their interests as wage-earners.

A Trade Union consists of workers who have combined to assist each other, who contribute to a common fund to provide the means, administrators, and organizers necessary to make their combination watchful, influential and efficient.

Every additional member increases the financial resources and influence of a Trade Union. Every member who lapses reduces the financial resources and influence of a Trade Union.

Those members who only take an interest in the Union when wage increases are proposed should not forget that the improvements gained have to be protected and that demands for a reduction of wages have from time to time to be resisted. The weaker a Union becomes, in men or money, the more often will decreases be proposed and the more difficult it becomes to resist such demands.

Reductions of wages are being demanded on all sides and our industry will not escape the demand, notwithstanding that the present rates generally are insufficient for the purpose of providing a wholesome standard of life for our members.

The fact that in many unorganized districts the rates of pay in our industry are now much below the rates in organized districts, ought to convince Unionists and non-Unionists how vitally important it is to strengthen the Union.

The passage of the years marks upon the records of a Trade Union the ebb and flow of the interest taken in the Union.

Our Union, in past years, has had its cycles of growth and decay; in the periods of decay no improvements in the conditions of employment were possible; during its periods of growth much was accomplished.

All workers ought now to be wise enough to realize that if their Union decays it is their own fault and that the penalties of dis-union are lower wages and worse general treatment affecting all the conditions of employment. The present state of things requires more unity, more vigilance, larger funds in the Union, more loyalty to the Union. Next in importance to the provision of food and shelter comes Trade Union membership.

We hope our members will, at all costs, preserve their membership and continue to persist in strengthening the N.A.T.E.

We hope, also, that in these trying circumstances, our branch and general officers and organizers will make every possible effort to encourage our membership and to increase it.

Upon the confidence, patience, tact and ability of all grades of our officers very much depends in circumstances such as now confront us. Confidence in the Union and its future, patience with all lukewarm, dissatisfied members, tact in dealing with discontent arising within the Union and ability to deal with the nervousness of employers, who are sincerely alarmed by the present situation or who desire, selfishly, to take advantage of it, are qualities more than ever necessary at the present time. Bear in mind that swank or bluff is no substitute for brains, that members oppressed with the insecurity of their position deserve sympathy and encouragement. Be cheerful, confident, industrious in the performance of your duties and patient in *any* circumstances, and you will inspire the membership accordingly.

So, to all our members, we say, " Lift up your hearts," let us all pull together, patiently, with undiminished faith in our Union, with a stronger resolution to make it a continued and ever growing force in our industry.

## *The Slump.*

Various and in some cases weird explanations have been published on the authority of this and that theatrical expert, but the most weird of all the weird reasons given is that given by Mr. Arthur Bourchier of the Strand Theatre, who recently implied, in a statement to a *Daily Mail* representative, that the man "whose supremely difficult task it was to dust the furniture in the morning and place it on the stage in the evening"—the poor inoffensive and useful property man—was paid such high wages that theatres were run at a loss. These men, so Mr. Bourchier said, were paid double the minimum demanded by the A.A. for a competent actor.

Mr. Bourchier's statement contains more humour than reason, and for that we can condone his offence, more especially as, like most theatrical actor-managers, his knowledge of the business side of the industry is rather limited; this is, perhaps, why he rushed in where angels fear to tread.

We do not know how it is possible for the property man or the women cleaners to influence theatre-goers to stay away from the Strand Theatre, and surely that is the point—Why do theatre-goers neglect the Strand Theatre? Mr. Bourchier does not say, and probably would not contend, that if the Strand Theatre played to capacity he could not pay, and still make a profit, the present wages and salaries of his staff and company.

It is, of course, true that all dramatic, variety and cinemas are suffering from a reduced patronage. The main causes for this are the general depression in trade, the uncertainty as to the revival of trade and the fine weather.

A more shrewd observer, and one who thoroughly understands the business side of the industry, is Mr. C. B. Cockran. In the *Daily Telegraph* of May 26th, in an article dealing with this question, Mr. Cockran said:

"'Always verify your citation.' The sage advice of the learned Professor Routh came to my mind on Sunday, when I returned from my Castle in Spain—from my ephemeral home in the land of continuing sunshine—to read a dozen articles on the deplorable state of the London stage. Why could not the writers resort to easily available authorities, and get the facts—or some facts? From half-truths they have deduced an utter falsehood. Their hasty imagination has made a cloud no bigger than a man's hand burst into a devastating thunder-storm. I own I was disturbed. I looked apprehensively at the summaries of my accountants, and found them, not worse than I expected, but better than I hoped. . . .

"The present spell of glorious weather, starting just before the Whitsun holidays, would have been sufficient at any time in my experience to cause a terrible West-End theatrical slump; add to this the general financial condition and curtailment of trains caused by the miners' strike, and, I repeat, I am surprised that theatrical business is not worse than it is. . . .

"Consider, now, the inflated salaries of actors. Why pay them? Naturally the salaries of the actors have risen, just as the fees of the doctor and the lawyer and the salaries of journalists have risen. I am paying £10 a week where I paid £6; I am paying £20 a week where I paid £12. That is not inflation. . . .

"The theatre must be made to pay; every detail of its expenditure has increased, while the conditions of its revenue have remained untouched. Frankly, I must charge high prices to make my theatres pay. . . .

"Labour troubles, strikes, transport troubles and difficulties are likely to be in the future of more rather than less frequent occurrence. And it is, of course, disastrous that there should be a coincidence of all these things. But they are the risks of other businesses as well. The theatrical business has its larger fluctuations. Last year business in general was good. . . .

"The solution of the theatrical situation is not to be found in reducing anything, *except the production of bad plays.*"

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## *Notes from South Wales and West of England.*

By T. O'Brien, Organizer.

As the Journal is one of the best mediums by which our members in all parts of the country can keep in touch with our movement; and as the organizers are in immediate touch with the situation in their respective areas, it is essential that they should send reports to the Journal. We all realize how the industrial situation has affected the entertainment world, as it has affected, practically, every industry in the country. But one thing must be admitted, and that is "the entertainment industry has only felt the tight pinch of the industrial crisis within the last few weeks of the mining dispute, and felt very little loss, if any, during the past months of unemployment and industrial disorganization." South Wales, which depends practically on its coal industry, is not the least of all our areas to be affected. Notwithstanding this, we have managed to keep our heads above water and carry our plans to a successful issue. And when it is realized that all the branches, with two exceptions, are new and were recently organized, it makes the fact all the more amazing.

We have a few wage applications yet to be discussed, which were put off until after the coal dispute.

I am delighted to report that the most important city of Plymouth has just been organized. When I arrived there a few weeks ago, I found to my amazement that there was once a very prosperous branch that had, like many others—including nearly all in my area—fallen through, from the want of attention.

After I had organized the requisite number for a branch, I arranged a mass meeting and had the G.S. to attend it; the reason was to endeavour to give confidence to the members that the old system was not to be applied and that we really meant business this time. It is really astounding when we hear of the glorious experience and traditions of our predecessors about organization, that there is so much mess to clear up, and so much dirty linen to wash.

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## *Don'ts.*

I have heard it remarked so often lately, "What are the Executive Committee doing?" and that members don't know what is being done at headquarters, so please let me tender these grumblers a little advice. Attend the meetings, and read the JOURNAL, and you will then be kept well primed with what your E.C. is doing.

Don't want running after for your subscription.

Don't stay away from your meetings and then complain that you know nothing of what the Union is doing.

Don't say the Union is no good until you have done all you can to assist it.

Don't criticize and condemn the Union until you are in a position to offer something better.

Don't merely see how much you can get out of the Union; put something into it.

Don't forget that combination creates power and influence.

Don't worry. Organize, educate, and everything will be O.K.

G. S.

## Branch Reports.

HUDDERSFIELD.—A complaint was laid before the branch committee that the Brothers Morris, who are travelling the music halls, left the Palace Theatre, Huddersfield, without paying for their clothes-folding or even saying "good-night," and it was passed that the complaint be reported in our JOURNAL so as to warn others.

S. ARMITAGE.

SWANSEA.—I was greatly interested in Bro. Finlay's remarks in last month's JOURNAL *re* touring members persisting in trying to induce members to join. This, to my mind, is a very important point, which the majority of travelling carpenters seem to have lost sight of. I have worked with a considerable number of them during the past five years, and only two carpenters requested that preference be given to members of the N.A.T.E. If the travelling carpenters would turn up their rule books to rule 51, clause 4, page 38, and carry out this rule in its entirety, then I am sure that success would be ours, and they could rest assured that they would have the best possible attention that could be given, as one brother to another, and I trust all travelling carpenters who read this will henceforth carry out the said rule, and they will find that this little effort of theirs will bring success and security for them wherever they may be. Another remark of Bro. Finlay, *re* standardization of rates for carrying out of scenery. I should like the members of Cardiff, Newport and Swansea Empires, to arrange a special meeting to discuss this point, so that for South Wales a uniform rate could be established. I trust that all members concerned will please make a note of this point. The following resolution was passed unanimously at our last meeting and sent to head office to be brought before the E.C. at the June sitting, viz., "That we members of the Swansea branch of the N.A.T.E. demand our E.C. to take immediate steps to obtain the increases in wages which are greatly overdue, and which were agreed upon between the N.A.T.E. and Moss Empires Ltd. to come into operation January 31st, 1921, and that failing a satisfactory reply from

Moss Empires Ltd., the E.C. to take any action they may think fit to obtain the increases which were agreed upon."

E. A. Howell.

Plymouth.—The above branch held its first meeting on Sunday, May 29th. Mr. Bryant (Amalgamated Musicians' Union) took the chair in the absence of Mr. J. R. Smale, J.P., and gave a very interesting speech, welcoming the members who were present, and also promising the support of their Union. In his speech he outlined what the Musicians had accomplished in Plymouth and what could be done by our Union if we only combined.

Llanelly.—We have had the Hippodrome—our largest theatre—closed owing to the crisis. This, of course, has put many of our members out of work, but we are giving them the first opportunity to fill any vacancy in the other halls in the town. We are coping with the local situation as best we can, and we are "carrying on." Several of our unemployed lady members have joined the local ladies' football team and they *are* doing well.

Barry.—This branch held its first annual outing on May 29th. We left Barry at 8.30 a.m. for Symond's Yat, arriving at our destination at 1.30 p.m., where dinner and tea were catered for alongside of the river Wye. During the afternoon the party indulged in boating and rambles along the river and there is no doubt that everybody thoroughly enjoyed themselves. At the table, a hearty vote of thanks was passed to Mr. Perks, the branch president, for the very excellent arrangements, which were carried through without a single hitch. Mr. Perks, in his reply, expressed a wish that it would not be the last outing, and looked forward to the Theatre Royal staff outing which would probably take place in two months' time. He also spoke about the work of the N.A.T.E. which everyone appreciated. We left Symond's Yat about 7.30 p.m. and arrived in Barry at 1 a.m. tired, but contented with a most enjoyable day. Unfortunately it rained during the return journey, but as it was fine all day we did not allow the weather to dampen our spirits at the fag-end of the outing.

Blackpool.—Up to the present our places have been able to carry on. How long they will be able to do so, who can tell? However, our hopes are that the miners will soon come to a satisfactory settlement and work in general be resumed.

Scenic Artists' Branch.—This branch is now placed upon a very sound basis. Meetings are being held at the Roebuck Hotel, Kennington Cross, S.E., on the last Tuesday in each month. Any scenic artist or assistant who has not yet become a member of the branch should immediately make an application to the Secretary, Mr. E. I. Hirst, 23, Clyde Terrace, Forest Hill, S.E. 25.

Carpenters' Branch.—With very deep regret we have to record the loss of a very valuable member by the death of Bro. Charles Hunford. His activities in the N.A.T.E., and the Labour movement generally, were well known to a large number of our members. He has left a widow and four little ones, all under the age of seven, to mourn his loss, to whom we all convey our deepest sympathy. Owing to a very long illness of our departed brother, the family are left unprovided for, and the branch is appealing to all stewards and members to render all assistance possible in the benefit that is being raised on behalf of the family by a prize distribution. Books of tickets can be obtained from the Head Office. There are forty valuable prizes and the price of the tickets is 3d. each. We want to make this benefit worthy of the organization and a worthy recognition of the valuable work rendered to the movement by our late brother.

## What Branch Secretaries Ought to Know.

*Financially.*

That they are responsible for remitting money to Central Office, or for banking or handing cash to their treasurers, *as the branch may direct.* (Rule 22, Clause, 2.)

That they are one of the three members authorized to sign cheques if there is a branch banking account. (Rule 25, Clause 2.)

That small branches will find it cheaper and equally convenient to open an account with the Post Office Savings Bank. This may be done at any money order office by the B.P., B.T., and B.S. *in the name of the branch,* any two of them being authorized to sign withdrawals. Any odd sum may be deposited or withdrawn (halfpence excluded), a privilege only given to societies. When remitting to Central Office, a special withdrawal form is used and the money is not actually drawn out but transferred to the Association's own Savings Bank account.

That all cash should be banked at least weekly, and always on the day following a meeting. Money in the bank cannot get lost, stolen or strayed.

That postcards require 1½d. stamp now, and documents (not being letters) sent in unsealed envelopes require 1d. stamp.

That the Post Office will, upon request, weigh any postal packet before despatch. It is cheaper to pay the proper postage than to chance the weight and let Central Office pay double postage.

That every collecting steward or other person paying money is entitled to an official cash receipt.

That every item of expense must be supported by a receipt signed by the person to whom payment was made.

That any monies *raised in the name of the Association* must be accounted for on page 4 of the quarterly statement (Form K) if not otherwise provided for. (Rule 46, Clause 1.)

*Generally.*

That while separate letters should be written about separate subjects, all correspondence can be sent to Central Office in one envelope.

That stamp or stationery orders should not be written in letters; Forms L and M are provided to save trouble.

That letters should be dated, and the writers should have something to say—should say it—and should then stop!

That their members should be given some job to do for the Association, however trifling. One man cannot do everything.

That members refusing to take their turn in the roll-call of work should be fined by the committee. Adopt the old gag: "Sing, say, do, or *pay.*"

That they are the officers through whom the Executive Committee speaks to the members, as also the members speak through them to the E.C.

That, therefore, *all* communications from Central Office must in duty bound be made known to the members, at meetings or otherwise.

That they should teach their members the proper way to make complaints. (Rule 57.)

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## *Why I am a Trade Unionist.*

I became a Trade Unionist when I (legally) became a man. On my twenty-first birthday, I found myself unemployed through no fault of my own, and after being employed by employers boasting a capital of two million pounds.

In those days there was no State unemployment scheme, so I joined a Union because it offered me out-of-work pay for a few pence per week. A penny bun, thought I, is better than no dough at all. I turned up regularly at my branch meetings, and very much resented the chairman telling me how to address the chair. But I didn't resign, merely carried on, because I found that matters were discussed which were new to me. I started learning, and my fellow Unionists were teaching me at monthly meetings. My eyes were opened to a lot of things which I never had questioned. One of these was the vast amount of effort which in English speaking countries is put forth by voluntary labour, people who perform certain duties because they *believe* that they should do so, and for no other reason. Some people call it a sense of duty, but it is more than that. There is a spirit in men and women which can make duty become a labour of love. So, often without knowing, I did little things for the cause of labour, which developed my social sense. I was no longer one man on his own, I became one among many. In ten years our Union increased its membership twentyfold. Every active Trade Unionist can tell similar wonders. It is said that the strength of a chain is merely that of its weakest link. We forget, however, that small strands twisted together make the stoutest cable a ship needs.

I have never been unemployed since that well-remembered day, but I am still organized. I realize that every man not with me may not actually be against me, but under pressure from employers he may some day offer his services for less wages than mine. Therefore I want him organized. That is my main reason for being a Trade Unionist. It should be yours.

If you are not satisfied that the wealthy employers and landlords are against you, work for labour in a municipal or other election. The first thing you will discover will be that election committee rooms cannot be got for love or money if you try to hire them in the name of Labour.

Another thing that keeps me a Trade Unionist is history. Read the industrial history of England (it is barely a century old) and then ask yourself if you want *your* children to work nineteen hours a day at twelve years of age. Would *you* like to be turned out of your own land because of your opinions? I said in error *your* land. That's another question for you. How much of your country do you own? Even the six feet finally necessary has to be bought.

# *Correspondence.*

## CONCERNING WARRIORS' DAY.

Lady Tree writes as follows:

"Dear Mr. Cannon,

"I mean Warriors' Day to be of yearly occurrence, and I entreat you to help me that this shall be so. *Time*—not money—is what each contributor has so generously given, and I hope that at least *one-third* of the annual Warriors' Day will be devoted to the charities of the employees and the artistes in the entertainment world. By supporting me in this you will be benefiting not only our ex-service men, but every member of our professions and industries.

"I am advised that it is not wise to hold a meeting on this subject until the autumn comes. I *beg* that you, and your powerful Association, will support what Lord Haig and the Prince of Wales most earnestly desire—an annual repetition of Warriors' Day—which asks for your *time* but for *no* forfeit of money or wage.

"With kind regards and many thanks.

"Yours sincerely,

"(Signed) Mabel Tree."

I should like to have the opinions of our members *re* the above, either expressed in the columns of the Journal or in letter form to the G.S.

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## *Two Part-timers' Reply to Lilian Braithwaite.*

*Re Federation*: Reading this month's *Actor* just to hand, we are greatly interested in the opinions and views of some of the leading lights of the theatrical profession.

We are particularly struck with the absurd statement of Miss Lilian Braithwaite wherein she states, "I am opposed to Federation with the N.A.T.E. chiefly because a large number of their members are part-timers." Is Miss Braithwaite aware that there are a considerable number of our members in the West End of London—aye, for two or three generations—who have never done any kind of work except theatrical work, namely: productions, rehearsals, and shows. Will Miss Braithwaite maintain that this class of men has no permanent interest in the theatre? I think not. And further, will Miss Braithwaite tell us how federation would in any way be detrimental to the actor?

Then we notice that Miss Braithwaite seems to get some consolation by stating that the N.A.T.E. recently made unsuccessful demands for a living wage for their part-timers, many of whom earn good money in work of some other kind during the day. Obviously Miss Braithwaite has been in conversation with one of those kind, generous, commercial managers, who is just as interested in keeping down the members of the N.A.T.E. as he is the actor and actress, if he gets the chance. Federation would be one of the surest means of stopping him.

Miss Braithwaite states (because the N.A.T.E. were audacious enough to ask for a living wage for its members); "It was unfair to the managements—(Has Miss Braithwaite got her eye on management?)—and, therefore, puts federation between the N.A.T.E. and the A.A. beyond the bounds of possibility." Nonsense! Miss Braithwaite can, if she wishes, hasten or retard federation; but stop it she cannot. Let me inform her that the economic forces at work will sooner or later make all unions in the entertainment industry go further than federation; those forces will eventually drive all theatrical unions into one big union for the industry, where it will not be art for art's sake (I might mention that art for art's sake only operates on the side of the workers; the management's point of view is the box office for profit's sake), but will be each for all and all for each, where the correct sense of brotherhood and sisterhood will prevail, irrespective of position; where prejudice and social snobbery will have received its deathblow; where conditions will exist whereby the actor, actress, artists, musicians and staffs will have a chance to live clean and wholesome lives, free from degradation, vice and crime, which unfortunately exist in our profession, due to the economic conditions under which the people are working. In a word, a life they will have an opportunity of living, which they have not enjoyed hitherto.

---

## *Rochdale Members.*

Please note, the rate for getting out scenery at the Theatre Royal, Rochdale, is:

1 Load—2 men.
2 Loads—4 ,,
3 ,, —6 ,,
4 ,, —8 ,,

and so on at 7s. per man.

## *Workmen's Compensation Act, 1906.*

To the members. I regret to have to state that many of our members meeting with accidents during their employment do not seem to understand the procedure to be adopted when they meet with that accident.

It is absolutely essential that all our people meeting with accidents should *make a complaint in writing within twenty-one days* to their employers, and further, should immediately send their complaint in to me at the Central Office. In no circumstances should they sign any letters or documents put before them by the insurance companies or their employers until same have been submitted to the Central Office. Rest assured that the Central Office will do everything possible to obtain justice for our members; but, owing to the ignorance of the law prevailing amongst our members (which, by the way, the law does not excuse them for), many of the well deserving ones have lost their legitimate compensation.

I particularly wish to refer to the getting-in and getting-out of scenery for touring companies, as I find the majority of these accidents occur while this work is being carried out. The local managers deny the responsibility, so do the touring managers; so I advise all our members when engaging for this class of work to find out, before taking same on, who their employers are.

I trust this intimation in the JOURNAL, that our members will take due notice and record promptly any case that comes along.

G. S.

## *London District Notes.*

Since the issue of last month's JOURNAL, in common with other districts and our colleagues in other industries, we in London have been threatened with an avalanche of attacks for reductions in various manners, engineered by various and ingenious methods; but with the co-operation of the members we are proud to say we have stemmed the tide for the time being. We have received a warning that the general attack upon the conditions that now exist will take place on August 1st. This method we shall gladly welcome, in preference to the method that has been tried recently.

* * * *

We have received an intimation from the Society of West End Managers that the month's notice to terminate the present agreement will be officially given on July 31st. Up to the time of writing we have not received their proposals, but we can well imagine that they will contain serious reductions. As soon as the proposals are in hand no time will be lost in dealing with the matter, and the members consulted *re* forming our counter proposals. In the meantime every channel is being utilized to convey all information to the members upon all points.

* * * *

The variety managers, with the exception of Mr. Gulliver, are adopting a dog in the manger policy. They are waiting events, and it behoves all those employed in the industry to be fully prepared, lest advantage of a far reaching nature may be taken by the managers of our apathy.

* * * *

The cinema proprietors are not behind with their attacks. Attempts of evasion of the C.E.A. agreement are very common, and it is essential if these attacks are to be successfully met, to have closer co-operation within the ranks of those employed in the cinema section of the industry. Certain places have recently been opened by prominent persons, regardless of the conditions of labour that will be administered at those establishments. The conditions in these places would disgrace any period in the last century, and the persons who accept such conditions are a menace to the progress of democracy.

* * * *

The district meetings are now in full swing. The one held at Stratford on June 5th, although not so well attended as one would expect, nevertheless turned out to be most interesting, and new members were enrolled. We trust that the other meetings will improve even upon the spirit that was demonstrated at Stratford. On Sunday, June 19th, a meeting will be held at 154, Goldhawk Road, Hammersmith, when Councillor W. H. Harding, Secretary of the Trades Council, will preside, and on June 26th at Ruskin House, Croydon, when Councillor Roden, of Croydon, will preside. Every member should make every effort to attend and get as many non-members to attend also, as opportunities are available through the medium of these district meetings to every person engaged in the amusement world to secure every satisfaction.

* * * *

Affiliation to the Suburban Trades Council is now an accomplished fact, for the purpose of showing that we are fully prepared to render assistance to the Trade Union movement generally, which in turn will be a very valuable asset to us in our march to progress.

* * * *

*Unemployment.*—It is very regrettable to learn and to see such a large number of our members within the ranks of the unemployed. We still further regret the attitude adopted by the Coalition henchmen in charge of the labour exchanges, an attitude of very grave importance to us. One labour exchange employment committee decided on May 5th that those employed as part-time workers in theatres were not eligible to benefit under the Act. On the receipt of that decision, steps were taken and that decision had to be withdrawn. We urge upon all members as soon as they become unemployed to register and claim benefit they are entitled to, and if refused, to notify the secretary immediately. Several cases have been successfully dealt with through the Court of Referees. The deplorable fact of the shortsightedness of the present Government in dealing with the unemployed problem gives ground for serious consideration to all concerned. "Are you ready for a change?"

* * * *

Let the conference at Brighton speak with a determination that this problem must be dealt with on humanitarian lines. Although the Labour Party resolution of 25s. per week for single persons, and £2 per week for householders with additional allowances for children, does not solve the problem, it is a big advance upon the Government's intention of reducing the dole to 15s. and 12s. on higher contribution.

* * * *

The act as moved under the ten minutes rule by the Minister of Labour, on June 8th, was an act of wanton cruelty and indifference.

## Our Banner.

Having taken part in the May Day demonstration, our banner has been greatly admired and several requests from all parts have been received for its presence at other demonstrations. The *Indicator* quoted in its report: "An outstanding feature of the demonstration was the first appearance in Paddington of the artistic banner of the N.A.T.E. bearing the most appropriate symbol of the profession: 'Shakespeare,' and its true inscription, 'It's my poverty, not my will, consents to injustice.'"

## Future of the Journal.

At a meeting of the Sub-Executive Committee held on Tuesday, June 7th, it was unanimously agreed that we take a ballot of the members as to whether we should charge one penny per month for the up-keep of the JOURNAL.

I want to say, brother and sister members, that this is our own newspaper, and a penny per month is less than a farthing per week, and, instead of having 5,000 copies printed (as we do now), I want to have 25,000 copies printed, because I know that the more information our members and non-members get *re* our policy and activities, the better it will be for all the workers concerned.

I am hoping that those brother and sister members who are desirous that the JOURNAL should be a success, will do their utmost in the branches to which they belong to further this.

Our organization is different to other organizations. We are not grouped together in thousands where we can exchange views with each other: we are scattered from John-o'-Groats to Land's End, and from King's Lynn to Connemara in sixes, nines and twelves. The only means we have of knowing what each other is doing is through the valuable columns of the JOURNAL. After all said and done, brothers and sisters, one penny per month is not a great deal.

This question is to be discussed at the National E.C. to be held at the end of the month; so I hope you are all going to rally with your pennies. This is not "Peter's Pence" but paper's pence.

## How More Production Works Out!

At a certain firm in the north of England, business became very slack and the employer, owing to continued slackness, called one of his employees, an Irishman named Pat Murphy. "Pat," says he, "Bad news I have for ye." "Phwat's that?" "I won't be wanting you after this week." "For why?" "Things are very slack." "Oh, begorra, is Callaghan going too?" "No, I am keeping him on." "For the love of Mike why are you keeping him on? Shure, if it's slack you are, sack Callaghan, he can do three weeks' work to my one."

## *LIST OF BRANCH SECRETARIES:*

Aberdare.—G. A. Hawke, 212, Cardiff Rd., Aberaman.
Aberdeen.—Miss Riach, 2, Westburn Road.
Ashton-under-Lyne.—J. Hardman, 78, Astley St., Dukinfield.
Ayr.—E. Fulton, c/o Young, 55, New Market Street.
Barrow-in-Furness.—W. Wright, 2D, Ship Street.
Barry Dock.—E. R. Harper, 88, Barry Rd., Cadoxton.
Bath.—H. J. Eades, 27, Kingsmead Terrace.
Birmingham.—F. A. Watson, 158, Witton Road, Aston.
Bishop Auckland.—A. McConnell, 68, Bridge St.
Blackburn.—C. T. Swithenbank, 20, Brooksfield St.
Blackpool.—G. Mitchell, 48, Adelaide St.
Bolton.—E. S. Allsebrook, 19, Brinks Place, off Chorley St.
Bradford.—
Brighton.—J. Gibbs, 17, Grove St.
Bristol.—H. C. White, 8, Blenheim Sq., Marlborough Hill.
Burnley & Nelson.—J. Bell, 31, John St., Nelson, Lancs.
Cardiff.—J. Hunt, 85, City Road.
Carlisle.—J. Hodgson, 5, Annetwell Street.
Carpenters'.—C. Morris, 80, Bonnington Sq., Vauxhall, S.W., 8.
Castleford.—*Pro tem.*, B. Gorham.
Cowdenbeath.—J. McGregor, c/o 182, Foulford Rd.
Darlington.—F. Richardson, 2, Bakehouse Sq., Union St.
Derby.—Mrs. A. L. Kelly, 22, Macklin St.
Dundee.—T. Phillips, 12, Parker St.
Edinburgh.—Mrs. Cockburn, 82, Causewayside.
Ferndale.—F. Jones, 22, The Parade.
Glasgow.—J. Carlin, 12, Windsor Ter.
Gravesend.—
Halifax.—T. Turner, 27, North Parade.
Hanley.—G. Docksey, 76, Boundary St.
Huddersfield.—S. Armitage, 2, Filbert St., Birkby.
Hull.—G. E. Hazel, 2, Ferndale, Walliker St.
Kilmarnock.—T. Adam, 34, Mill Lane.
Kirkcaldy.—J. Wallace, 53, Dunnikier Rd.
Leeds.—A. Lambert, 7, Welton Mount, Headingley.
Leicester.—R. A. Peutrill, 11, Eaton St.
Liverpool.—J. James, 42, Fairfield St.
Llanelly.—T. O'Brien, 23, Pottery St.
London Branches.—H. Roberts, 29-31, Portugal St., W.C. 2.
Manchester.—T. H. Derbyshire, 12, East St., Lower Mosley St.
Merthyr Tydfil.—J. Hall, 4, Gwynne Cottages, Gwaelodygarth.
Middlesbrough.—A. Peeling, 68, Bolckow St.
Newcastle.—J. Laing, 125, Sycamore Street.
Newport (Mon.)—J. Perrin, 6, George St.
Nottingham.—G. H. Challand, 68, Seymour St.
Oldham.—L. Graydon, 14, Charter St.
Plymouth.—C. Finch, 11, Glanville Street.
Portsmouth.—J. E. Randall, 88, Stansted Rd., Southsea.
Preston.—J. Wilson, 9, Vauxhall Rd.
Rochdale.—J. Law, 29, Ashfield Rd.
Rotherham.—W. Woodcock, 8, Field Pl., Greasborough.
Sheffield.—W. Yates, 14, Wellington St.
Southampton.—G. Tutt, 14, Southampton St.
South Shields.—R. Huntley, 148, Stanhope Road, South Shields.
Southend.—A. Paston, 88, North Av.
Southport.—W. Whitesmith, 11, Matlock Rd.
Swansea.—E. A. Howell, 2, Bryn-y-don Rd., North Hill.
Swindon.—W. Cooper, 3, Dumbarton Ter.
Tynemouth.—Acting Steward, H. C. Johnston, 10, Middle Street.
Warrington.—W. Cook, 71, Orford St.
Wakefield.—J. A. Binns, 29, Almshouse Lane.
West Hartlepool.—W. Reynolds, 32, Rodney Street.
Wigan.—T. Tomlinson, 8, Gilroy St.
Workington & Whitehaven.—E. Lowther, 43, Edkin St.

## *DISTRICT ORGANIZERS:*

London.—C. B. Finley, A. W. Muir, P. Sharp, H. J. Kemp, 29-31, Portugal Street, W.C. 2.
Lancashire and Cheshire.—G. Mitchell, 48, Adelaide Street, Blackpool; T. H. Derbyshire, 12, East Street, Lower Mosley Street, Manchester.
Scotland.—J. Carlin, 12, Windsor Terrace, Glasgow.
Yorkshire and Midlands.—B. Gorham, 18, Brompton Mount, Dewsbury Road, Leeds.
South Wales and West of England.—T. O'Brien, 23, Pottery Street, Llanelly.
North of England.—M. McKenna, 4, Seymour Street, Dunston-on-Tyne.

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Please pass on this copy to a non-member.

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TERENCE CANNON.

Telephone:
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# The N.A.T.E.
## (National Association Theatrical Employees.)
# JOURNAL.

Vol. I. JULY, 1921. No. 7.

### "Peeping Through the Window."

In the March issue of the Journal I wrote an article under the heading "Peeping Through the Window." A lot of water has run under bridges since then, and also a great many wage cuts have taken place.

We have just witnessed the most magnificent fight (put up by the miners) in the annals of working-class history. The miners are, and remain, the vanguard of the Labour Movement.

It is most regrettable that the Trade Union Movement when it had the chance to demonstrate its strength, failed at the psychological moment. The statement that has been made by several prominent leaders in the movement *re* their fears of the unemployed taking the place of the strikers, or locked-out men and women, should never have been made, chiefly because it supplies the *bosses' class* with a weapon to use against their workers. It is most important, in my opinion, in the Trade Union Movement to ascertain first from our unemployed brothers and sisters whether they would "scab," before such slanderous statements are made. I am one of those who trust our unemployed just as much as I trust our employed.

The unemployed argument will be used against ourselves now that the West End managers are asking our people to accept a reduction in their standard of life. God knows, at the present time, it is low enough.

It will be very interesting to hear what argument the West End managers will advance as a justification for wanting to reduce the wages of our people, as our industry is quite different from other industries. The employers are in the happy position of enjoying Free Trade in obtaining the labour power and protection against foreign competition. Entertainment is not like coal, iron or cotton, which have to compete for the markets of the world. It is the most highly protected industry in this country. It would be interesting to see German, French or American managers arriving in London with two or three theatres, music halls and cinemas in a Ford car.

I am of the opinion that this suggested reduction should be resisted by all the means in our power. If we remember that during the war it took us four years to get an agreement with them, and the concessions we wrested from them were very small and long overdue. If they had been guilty as a body of considering the welfare of our brother and sister members during the fat years they have had, one might be more sympathetic to the suggested readjustment; but the fact remains that during the prosperous times workers were the last consideration. They preferred to spend the money lavishly on enhancing the value of their theatres; but when they start to economise they always start on the people who can least afford it, that is, the poorest of workers—even to the poor women cleaners. I am afraid that sooner or later we will have to appeal to the Bar of Public Opinion to bring home to them the nature of our work; the hours that we do and the amount that we receive for same. When we come to consider the purchasing power of the money to-day, with pre-war values, it is amazing that the West End managers should have the unblushing effrontery to suggest a reduction. I have one particular firm in mind at the moment where the management have deprived the staff of one week's holiday out of 52 weeks in a year, notwithstanding the fact that our people work on all public and bank holidays (with

**New Members for June 179.**

the exception of Christmas Day and Good Friday), without any extra remuneration. This management has just spent £7,000 in improvements to one of their halls.

I sincerely trust from now onwards that upon all questions of wages and working conditions you will loyally support each other, your Committee and Officers, whom, I feel sure, are doing all that is humanly possible to be done on our behalf.

The first thing that occurs to my mind, in a Union like ours, is the growing need amongst our people for education of the members in the principles of Trade Unionism, and I hope that our officers, committeemen and stewards, will carry on this work of education despite anything that may happen. If they carry on that work, encouraged by the knowledge that it is making progress, they will carry it on encouraged by the knowledge that the N.A.T.E. is being perfected in the minds of hundreds and thousands of men and women in the Entertainment Industry. Our Union should carry on its work of education encouraged by the knowledge that some day it will be absolutely impossible for any non-unionist to get a job in any place of amusement in the entertainment industry.

Let me record one or two cheering facts that may be gathered from amidst the present chaos of thought which our Union is supposed to be suffering from.

1. That the type of member we have today is much better than it used to be, notwithstanding the adverse conditions of to-day.
2. Our membership was never greater, and our funds never stronger.
3. We are struggling to extend our activities and influence.

It has been a slow growth I will agree. The reason for that, in my opinion, is because in the past our members have not maintained any ideals at all. I am of the opinion that the time has now arrived when they should pursue an ideal, and I suggest that that ideal should be the brotherhood of mankind. By the brotherhood of mankind I mean a full and free life. We should not rest until we have attained it. The equality of freedom; the equality of opportunity.

Mutual help with common justice for all men and women: this should be our aim. We should say to every man, "Give to others that freedom, those opportunities, and all the rights of life in nature and education which you enjoy yourselves, or desire. We beg only for the higher life, fair play, truth, liberty to feel, to think and to speak." We do not wish to fall at the feet of the powerful and snivel and ask for their kindness, their pity, or their charity. We would rather say to them, "Take your charity and go; we want life—the fullest, the truest and the most beautiful. If you cannot have that life with us, the world is open and the boundless sea is before you. Get out and leave us room to be happy."

CONVERT.

## Cinema Operators.

VI.

In my previous articles I have given many suggestions of vital importance to the future of the cinema operator which, up to now, have passed unchallenged by the operators. This in itself is an admission that such statements are correct and undisputable.

Up to the present I have omitted many home truths, and endeavoured to play cricket, so as to prevent the fanning of the flames that have already been kindled in the form of unconstitutional attacks on the N.A.T.E. contrary to the teachings of the Trade Union movement, and the publication of statements of a malicious character which are, in my opinion, for no other purpose than evading the real issue, and keep the few operators now in their ranks in a stupor until the E.T.U. can complete their final arrangements, "which I have had admitted to me in various parts of the country," viz., that they intend to clear the operators out and replace them by the electrician.

I have had many chats with the legitimate electricians, and they seem to be in the dark on the whole matter, and some have expressed the opinion, "after hearing the *real facts* of the cinema operators duties," that they should undoubtedly be in the Association catering for the entertainment industry, as they are undisputably entertainment workers.

I trust my readers will not think I object to criticism; on the contrary, I welcome healthy and *truthful criticism*, which would no doubt be educating to both parties, and might even bring about a better understanding.

Swank and bluff is no substitute for facts, and will only result in mistrust, dissatisfaction and disorganisation. I do not intend dwelling on this statement, though it would be quite easy for me to do so very disastrously, but would possibly lead to further prejudice, but if necessary I intend to publish the full facts from the inception of the operators' movement on both sides in my future articles, which may possibly lead to them coming to a decision.

The following are some facts that can't be disputed:—

The only road to success is Industrial Organisation.

The operator is undoubtedly an entertainment worker.

The operator's duty covers four crafts.

The only one of these four that can be substituted is the Electrical, which can be displaced by Limelight.

The electrical function is therefore the minor factor.

The first to organise the cinema operator was the N.A.T.E. in 1905.

The only organisation that has an examination is the N.A.T.E.

The certificate granted to discharged and disabled sailors and soldiers during the war was in conjunction with the N.A.T.E.

The N.A.T.E. is endeavouring to lift up the status of an operator as well as protect his interests.

The operators generally do not know the real facts of their case.

The operators will never solve their problem until they organise nationally and industrially.

That personal prejudice is only impeding *their* progress.

That the penalties of dis-union are lower wages and worse general treatment.

That the present state of things requires more thought, more unity, a clear understanding of the teachings of the Trade Union movement.

That next in importance to food and shelter comes Trade Union membership.

That the Scottish Trade Union Congress turned down an amendment of the E.T.U. to include them as legitimate body to organise in the Entertainment Industry.

Do not wait until the climax comes; decide now and join the N.A.C.O.

A. W. Muir.

## Central Office Staff.

In consequence of the annual staff outing, the E.C. have authorised the closing of the Central Office on 30th July, the Saturday preceding August Bank Holiday.

## Cost of Living Enquiry.

Parliamentary Committee, Trades Union Congress.

At its meeting on June 14th, the Joint Committee on the Cost of Living (representing the Parliamentary Committee of the Trades Union Congress, the Labour Party and the Co-operative Union) considered the draft of its final Report. In view of the widespread attempts which are being made to enforce drastic wages reductions and the intention of the Government to diminish unemployment benefit, the Committee decided to make public without further delay the general results of its detailed investigation into the cost of living, based upon budgets of weekly family expenditure.

*The Committee's enquiry shows that, on a conservative estimate, the cost of living in September,* 1920, *had increased* 189 *per cent. above the cost of living in July,* 1914. *According to the Ministry of Labour, the rise in the cost of living between these two dates was* 161 *per cent.* The Final Report of the Committee will contain a criticism of the Ministry of Labour's "index number" and a full statement of the facts upon which its own "index number" is based. The Committee, however, wish to take an early opportunity of emphasising its considered conclusion that the Ministry of Labour's "index number" seriously understates the actual rise in the cost of living since the beginning of the war.

The difference between the Joint Committee's figure and that of the Ministry of Labour may be made clear by an illustration: Suppose a worker in receipt of a weekly wage of 25s. before the war has his wages regulated by the Ministry of Labour's "index number"; he would, in September, 1920, be receiving 65s. 3d. per week, whereas, according to our "index number" he should have been paid 72s. 3d. per week, or 7s. per week more.

According to the Ministry of Labour, the cost of living "index number" fell from 161 in September, 1920, to 128 in May, 1921. If we assume the same proportionate fall in our "index number" then the increase in the cost of living, which stood at 189 per cent. in September, 1920, would in May, 1921, be 150 per cent., or only 11 points below the Ministry of Labour's "index number" for September, 1920. That is to say, that *though the Ministry of Labour's figure shows a drop of* 33 *points from September to May, the real figure in May was only a* *matter of* 11 *points below the alleged cost of living figure for September*, 1920.

Where reductions of wages are governed by the fall in the cost of living, the worker with the equivalent of 25s. in September, 1920, as calculated on the Ministry of Labour's "index number" (*i.e.*, 65s. 3d.), should in May, 1921, have received for full time employment, if our revised figure is accepted, 62s. 6d. per week, whereas on the Ministry of Labour's basis he would have received 57s.

It will be obvious, therefore, that the reductions of wages which are now being proposed by employers on the ground that the cost of living has fallen substantially, must, if the Ministry of Labour's figures are accepted, result in serious injustice, and in many cases depress wages below pre-war standards.

Signed, on behalf of the Joint Committee on the Cost of Living,

Arthur Greenwood (Secretary).

June 14th, 1921.

## Stage Whispers.

That the E.T.U. are communicating with those responsible for the electrical disturbances in the elements in the recent thunderstorm, with a view to refusing to connect up in future unless they hold *their* ticket?

* * * *

That members of the London District Committee are delegates to count the number of persons attending the District Meetings of the N.A.T.E.

* * * *

Are they afraid that we are generating too much power, and anticipating installing new lines of resistance?

* * * *

That there are now only 50 financial members of the Cinema Operators' Section in the London Branches of the E.T.U.

Where are the remaining 675 who were with them in July, 1920?

* * * *

That the E.T.U. are beginning to realise that it is necessary the operators should know their job as well as hold a ticket.

* * * *

That the Cinematograph Exhibition Association prefer the operators of the N.A.C.O. because they hold a certificate of proof of their abilities in addition to holding a ticket.

## C. B. Finley's Organising Report for June.

The following is a brief summary of the past month's work for June, 1921:—

The month has been a very trying one owing to the industrial crisis, and my time has been taken up by rounding up non-members here and there, and I have been successful in adding twenty new members to the Association for this month. It seems a pity that the members do not take more interest in matters and concern themselves more about the Association.

First of all let me say you have a duty to perform for your fellow members who are walking the streets looking for a job. In other words should you hear of any vacancies that might occur, immediately inform the Head Office, so that we can send someone along who would not accept anything below the Trade Union rate. Another point is that every non-member who gets into the entertainment industry forces a member out of the industry.

My next difficulty has been with collecting stewards. It is all very well for them to say that everything is going on alright, but I have found that in many cases this has been untrue, as the members have been unable to purchase stamps. Now my advice to any member who cannot get stamps from the steward is to write direct to Head Office informing them of the fact, as I feel sure the Committee will be quite willing to pay the cost of the postage rather than see a House disorganised. If you get disorganised it means that you are playing into the hands of your employer, and you know what that means; if you do not let me explain. It means that without a Trade Union to support you, and the Trade Union rates of pay, the employers then commence individual bargaining by playing off Mr. Green on to Mr. Brown and Miss Jones on to Miss Black, and then before you know where you are he has some of his staff working at one price and another section working at another price, and they have strict orders to tell no one what they are paid. Remember that it is much better to have an agreement with your employer for rates of pay and working conditions, negotiated by your Union, because it is then possible to bring pressure to bear upon the employer who will not honour the agreement after being a party to it, but you must understand that you can only secure agreements by being *organised*, because the first words your employer will use is that he has no members working at his House, therefore he is not concerned.

The time has now arrived where the wholehearted support of the members is needed, as the employer is out with the full war-cry of Reduction of Staff and Reduction in Wages, and should he know there is no Union to fight against, he will reduce your wages by pounds and not shillings.

I regret to say that we have some very tired members at a certain picture house who cannot find time to visit the office, which is not many yards away, in order to purchase their stamps. Are these members—the so-called stalwarts, that the Union were successful in getting a 50% increase for? Is it not possible that one of these members could carry on with the stewardship of that House? Once again I should like to remind the non-paying members that the Offices of the Union are only two doors away, and the D.S. would always be pleased to see any of them.

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## Miners' Children Fund.

Any steward or member who have collecting cards or sheets for the above would be rendering yeoman service for the cause if they would do all that is possible to swell the fund by making an earnest appeal on behalf of the children. Although the lock-out has come to an end, its effect will be felt for a considerable period.

We are extremely grateful to the stewards and all who have responded to the appeal; also hoping that Brother Clark's (Cricklewood) record may be surpassed before we close the account.

Whatever opinion one possesses over the merits or de-merits of the lock-out, we must express our heartiest admiration of the spirit in which the miners have faced the attack launched upon them by the mine-owners, supported by the Government, and we must realise that the struggle has been one in which the interests of Labour as a whole has been fought, and not those of the miners alone.

| *Card.* | | £ | s. | d. |
|---|---|---|---|---|
| | Already acknowledged ... | 96 | 7 | 9½ |
| | Further grant from Central Office ... ... | 50 | 0 | 0 |
| | Hull Branch ... ... | 1 | 7 | 0 |
| | Bristol Branch ... ... | 2 | 2 | 0 |
| | Scenic Artists' Branch (Mr. Cross) ... ... | | 10 | 0 |
| | Wigan Branch ... ... | 1 | 0 | 0 |
| | Llanelly Branch ... ... | 2 | 0 | 0 |
| 104 | Lloyd, Golden Domes, Streatham ... ... | | 1 | 7 |
| 160 | Goddard, Kilburn Empire | | 16 | 0 |
| 108 | Price, Camberwell Palace | | 3 | 6 |
| 113 | Swannell, Clapham Junction Empire ... ... | | 1 | 0 |
| 115 | West, Canning Town Cinema ... ... ... | | 10 | 0 |
| 125 | Harding, Blue Hall, Hammersmith ... ... | | 1 | 6 |
| 128 | Wingrove, Walthamstow Palace ... ... ... | | 3 | 0 |
| 34 | Wainwright, Purple Cinema ... ... ... | | 6 | 0 |
| 44 | Clark, Stoll's Picture Production, Cricklewood ... | 5 | 17 | 3 |
| 70 | Hicks, Holloway Cinema | | 3 | 0 |
| 86 | Fraser, Wood Green Empire ... ... ... | | 10 | 0 |
| 140 | Salisbury, Golders' Green Hippodrome ... ... | | 7 | 6 |
| 145 | Pullen, Grossmith & Lauriland Shops ... | 1 | 10 | 6 |
| 142 | Weeks, Grand Palace, Clapham Junction ... | | 2 | 0 |
| 15 | Harvey, Chelsea Palace ... | | 9 | 0 |
| 79 | Palmer, Euston Palace ... | | 13 | 6 |
| 94 | Rumsey, Stratford Empire ... ... ... | | 8 | 9 |
| 156 | Lafbery, The Palladium | 2 | 0 | 3 |
| | C. B. Finley, London Organiser ... ... | 2 | 4 | 3 |
| | Oldham Branch... ... | | 10 | 1 |
| | Office Staff (Levy) ... | 7 | 19 | 6 |
| | | £178 | 7 | 11½ |

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## Financial Secretary's Notes.

Black List.—At the request of Manchester Branch, the attention of all members is drawn to Manny Heaps (of Leeds). This individual left the Palace, Manchester, on 17th June after being paid for the full week. He owes nearly everyone on the stage, including the call-boy and stage manager, various sums of money, and was also in possession of sweepstake money.

District Councils.—Owing to the unsatisfactory way in which Branches have carried out Rule 34, the Executive Committee have decided that the F.S. shall pay to the D.C.S. a sum in respect of each Branch in the area of a District Council at the rate per member fixed by the Council. The D.C.S. will thus become responsible for payment of all expenses connected with D.C. meetings, and will have to advance the railway fares and pay the maintenance and other expenses of delegates personally, not through the Branches they represent. Every Branch will be charged with the full amount of the fee per member, based on the previous quarter's returns. It is hoped that this method, which is quite in accordance with Rule 34, will put an end to the correspondence, claims, and friction which have arisen through some Branches failing to carry out their duties properly.

The E.C. have further fixed a maximum of £1 1s. for maintenance of any delegate to a District Council, but in normal cases Sunday travelling will again be possible now the industrial outlook is less grave.

Members must understand that there is reason for being economical in expenses, and our South Wales Organiser, Brother O'Brien, has set the example. His group of Branch delegates waived the maintenance allowance as per scale, sent only one delegate per Branch, and by enthusiastic attention to business did a fine day's work in the space of a few hours. The net saving in hard cash alone to the Union was several pounds, and the South Wales Council has made a record in economy and efficiency.

"DAILY HERALD."—At the request of the Sub-E.C., I represented the N.A.T.E. at the Annual Meeting of the "Daily Herald," Ltd., Debenture Holders, which was held at Brighton during the Labour Party Conference week. The Union has a small investment in these debentures, and from the Directors' Report it appears that the interest guaranteed for five years is amply secured. The Editor of the "Herald" stated that the paper needs more readers.

DELEGATE MEETING.—Another momentous decision of the E.C. during their five days sitting, was that, instead of waiting for the Ordinary Delegate Meeting due in 1923, a special meeting should be held next Easter in London. Although the last delegate meeting cost nearly £500, all thoughtful members of this Union will welcome the opportunity of recasting rules and of reconstructing policy in the light of recent experience.

GLASGOW BRANCH.—A word of credit must be given to this Branch for their hearty attempt to set their funds on a sound footing. Glasgow is still suffering from defaulting officials who held office prior to 1920. A wonderful effort has been made by those members now directing the Branch, as witness the sum of our £116 raised by levy during 1920.

GRAVESEND BRANCH.—A very different spirit animated the members of this lately disbanded Branch. Small in numbers, they received the benefit of the Union's activities in common with all other Branches. The management bought their honour for an extra half-a-crown a week. There is no meaner action than stealing from those who can ill afford to lose, and by acting the traitor to their fellow-members the Gravesend Branch have, in effect, stolen the cost of their Union award from our funds. Did these men act like that during 1914-1918, we wonder?

## Women's Column.

I have been asked if there is to be a Women's Column in the JOURNAL this month.

I should like to write a few words to you. I have been disappointed to notice that the women do not appear interested in their JOURNAL. We get no criticism from the women members. We get no views from the women members, nor do the women members write to say they like the JOURNAL. This last I think is very serious, because it is a paper in which you should take a great interest; also, up to the present, it is something for nothing, which is a thing most women like to get hold of; also they are also very fond of the odd farthing, and when I tell you that you are going to get this for about a farthing a week, perhaps you will be interested.

Now, women members, come along and let us hear what you think of the JOURNAL. Perhaps you have got a nice little message that you can send along to your fellow workers; if so, send it. The women in one branch can communicate with their sisters in another branch through the columns of the JOURNAL, and you can form a kind of fraternity amongst yourselves; exchange views on your work, and what you would like done at your branch meetings; there is no harm in anyone expressing their views, providing you are very careful not to tread on anyone's corns, because then there might be a terrific howl, which might not be very easily quelled. Anyhow, let the Editor hear from you, so that he can know that the women members are still alive. Perhaps some of you in the Provinces have got a wrinkle or two that you can pass on to your sisters in London, or *vice versâ*. Hurry up and make yourselves heard! J. K.

## South Wales and West of England District Council.

We have just seen the end of one of the greatest Industrial struggles in the History of Labour. I do not propose to deal in any shape or form with the merits or de-merits of the Coal Settlement. One thing I ask, and that is, for everybody *to think*.

The recent Coal Struggle has given us ample food for thought and reflection.

If we are to avoid a repetition of the appalling occurrences during that fight, we must, in every point, strengthen our various organisations, not only with finance, but with that spirit of unity and desire for reconstruction which are the real stepping stones to achieve our aims.

We, in our Industry, as has been pointed out before, have not escaped the inflictions brought about by the Industrial Crisis.

It is to be hoped that our recovery is nearer than we anticipate.

Among such trouble our D.C. met at Newport on Sunday, June 19th. It was a splendid gathering and a great amount of business was got through in the five hours sitting. Every Branch was represented and the delegates present were conscious of the whole industrial situation and our position generally.

The keenness of the delegates and the manner in which they deliberated on each point really does them credit, and I have every reason to be proud of such a Council.

At the time of writing we have a dispute at Barry over the dismissal of some members of the Staff. We are in communication with Mr. Arthur Carlton on the matter, and it is to be hoped that a satisfactory arrangement will be arrived at.

I should like to say one word on the point of organisers attending N.E.C. meetings. I understand that the Scottish D.C. passed a resolution asking that organisers be present at these. South Wales D.C. did the same. It seems as if the N.E.C. when they deal with the wishes of the members that matter that we pass resolutions for pastime to give them something to do. Perhaps the members will take this matter up.

The correspondence in last month's JOURNAL on the remarks of some members of the A.A., on the question of federation with us, has greatly impressed me. I can add little to the brilliant case put up by our members, against the snobbish remarks of these "brilliant" members of a Trade Union. I wonder are they aware that they are Trade Unionists when they join the A.A.

I can hardly realise the feeling of the A.A. delegates at the T.U.C. when they represent members who can exhibit such vulgar snobbery in our attempt to better the conditions of all concerned in our industry.

## Unions' Debts.

### URGENT PROBLEM IN THE LABOUR WORLD.

*From Our Labour Correspondent.*

When the coal dispute began some of the miners' unions were virtually without funds. At the end of the struggle they are all faced with the task of paying off enormous debts.

Although the miners are most deeply involved in monetary difficulties, the financial position of nearly all other trade unions is causing much anxiety to the officials and the governing committees. The British movement has never had enough money for the task it has set itself. If a union with a hundred thousand members possessed a reserve fund of £200,000, or £2 per member, it was thought to be in a rather enviable position.

During the war, when earnings were higher than the wage rates indicated, executive committees were reluctant to suggest proportionate increases in the contributions. Consequently when the trade slump came, and the numbers of unemployed mounted up rapidly, few unions were able to face without concern the prospect of an increasing drain on the funds through the payment of unemployment benefit.

For several months past the expenditure of some of the largest and wealthiest unions has considerably exceeded the current income—hence the unconcealed anxiety of the leaders of the engineering workers and textile operatives to avoid ruinous strife.

The effect of the slump has been still more serious on some of the unions which since the beginning of the war have enormously increased their membership on a modest contribution scale. To these unions resistance to wages reductions by withholding labour, except on an actual starvation basis, has been impossible.

The question of re-establishing financial stability will be one of the most urgent and difficult for the whole trade union movement when something like a stable industrial position is once more reached.—"Daily News," 4th July, 1921. M.

# Editorial Notes.

*The N.A.T.E. JOURNAL* is the official organ of the National Association of Theatrical Employees, and is conducted by the Executive Committee of the Union.

*All communications should be plainly written on one side of the paper only, must deal with subjects of general interest, and must bear the writer's signature, name of branch, and national number. Copy must be sent to the N.A.T.E. Offices, 29-31, Portugal Street, London, W.C. 2, clearly marked "Journal," before the first day of the month of issue.*

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Touring members will be supplied with copies if they will keep us advised of their movements.

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RESULT OF VOTING for the Election of Executive member for the North of England:—

| | |
|---|---|
| A. E. Wright, Middlesbrough | 209 |
| J. Phillips, Newcastle-on-Tyne | 98 |

* * * *

OUR PRESIDENT.—We have no doubt that all our members will be sorry to learn that Brother William Johnson has had a relapse of his old trouble, and was not able to carry out his Presidential duties at the last E.C. meeting. Brother Johnson can rest assured that we all wish him a speedy recovery, and that he will be able to assist and guide us for a good many years to come. Needless to say, we heartily extend our sympathy to Mrs. Johnson.

* * * *

EXECUTIVE COUNCIL MEMBER FOR SCOTLAND.—It is to be greatly regretted that such an earnest thinker and fearless worker as Brother Frank Kelly, of the Glasgow Branch, has been compelled to tender his resignation as a member of the E.C., purely on domestic grounds, and what is more serious, sever his connection with the Association. It is a great loss to the E.C., and a greater loss to the Association. It is to be hoped that the Scottish branches will nominate someone to fill his place. It will be no easy matter.

* * * *

PEOPLE ON TOUR.—Branch Secretaries and stewards are instructed by the Executive Council to make enquiries of all touring carpenters, property masters, electricians, assistants, etc., etc., for production of their Union cards. The Central Office does not, and will not, retain any touring member's card. It has been brought to our notice that this is the latest excuse, that they leave their card at Central Office. This is not correct. The time has now arrived when these people must get into the Union or out of the business. Organisers, please note.

* * * *

THE NEXT NATIONAL DELEGATE MEETING.—At a meeting of the full E.C., it was unanimously agreed to hold the next National Delegate Meeting early in April, 1922, for the revision of certain rules which are causing irritation and friction, and impeding the administration and policy of the Association. The E.C. desire that all branches will co-operate in assisting the Central Office in this matter.

* * * *

FEDERATION.—This question is still under consideration. It seems a great pity that the A.A. are not unanimous upon the question. As far as we are concerned, we will get a good response and a solid vote. The time and need for unity was never greater than at present. Time for action is now. Let us join hands and go out for the Union shop. Why should the slackers enjoy what we are paying and working for? How much longer are we going to allow these parasites in our midst? Think it over, then. Those who believe in the Union Shop should work for it.

* * * *

BALLOT PAPERS.—The ballot papers have now been issued, and every member is urged to vote and return them within a specified time, as shown on the ballot paper. This is the members' concern. Show your interest by exercising your right to vote. The General Auditors have been appointed as scrutineers. The result will be made known in next month's JOURNAL.

**Our Journal.**—An article appeared last month on the future of our own newspaper. It is to be hoped that all the members read this article and that all are willing to subscribe less than ¼d. per week for the upkeep, or 1d. per month. The July issue will be free pending the result of the ballot. The E.C. unanimously agreed that a charge should be made. We should like to see the Journal become self-supporting.

* * * *

**The Miners' Struggle.**—The miners for three months put up one of the most courageous and stirring battles for the workers of the mining industry in this country or in any other that has ever been fought. They have now returned to work, and the only bright spot, so far as we can see, in the whole affair is the loyalty and solidarity of the miners themselves. They have kept the Federation intact. I would like to inform those people, who, because the miners have gone back, think we are in for a period of peace and prosperity, to disabuse their minds of this idea, because they will get a rude awakening. The miner has gone back sullen and bad-tempered, and all the leading articles in the Press for the next 20 years on forgive and forget will not alter this fact. It is useless crying peace where there is no peace.

* * * *

**Hanley Branch.**—The local Officers of this branch, accompanied by Brother George Mitchell, Lancashire and Cheshire Organiser, met the representatives of the North Staffordshire Branch of the Cinematograph Exhibitors' Association to contest the suggested reduction in wages of our members in that area. As they could not arrive at any agreement, both sides referred it to the Entertainment National Industrial Council. The result will be duly announced in next month's Journal.

* * * *

**Blackpool.**—A new departure has taken place in Blackpool with reference to the Branch application for a revision of the present agreement. The employers have suggested, and invited representatives of ours to meet and confer with them *re* making a new agreement, which shall embody a clause providing a sliding scale governed by the cost of living. You will notice that the employers' side never think of anything for the workers only on the fodder basis. A sliding scale, however, might be acceptable if we started from a minimum wage that would ensure to all our workers a decent and healthy standard of life.

**Brighton.**—At the full E.C. meeting, held in London on June 28th to July 2nd, it was unanimously agreed that the General Secretary should call the South of England Branch Delegates together at Brighton for the purpose of inaugurating a South of England District Council. This Council will complete the District Councils, as per the Delegate Meeting instructions.

* * * *

**The E.T.U. and Ourselves.**—We notice from the June *Electron* (the unofficial organ of the E.T.U.) that they particularly go out of their way to attack our G.S., and refer to him in terms as though he had committed a serious crime by writing a letter to the Scottish C.E.A. The letter is as follows, for the benefit of our members:—

April, 1921.

"Dear Mr. Houston,

"No doubt you are aware that I have recently visited Glasgow. I have been in touch with several members of your Association. I am led to understand by them that you are now negotiating with the E.T.U., with a view to having an agreement with that body.

"For your special information I desire to inform you that my Association are contesting very strenuously the entry of any Union not applicable to the Entertainment Industry.

"We of the N.A.T.E. have been organising operators as well as other sections of the staff, particularly in the cinema world, since 1907; the E.T.U., you will agree with me, is of a mushroom-growth as far as the Entertainment Industry is concerned. I am strongly of the opinion that it would be inadvisable for your Association to come to any agreement with the E.T.U., in view of the following facts:—

> "The E.T.U. and the N.A.T.E. are now disputing each others rights as to who should claim the operators in the Entertainment Industry.
>
> "My Association feel their case is so strong they have decided to take it before the Parliamentary Committee of the Trades Union Congress for a decision.

"I may point out to your Association, that the T.U.C., at Glasgow, held in September, 1919, unitedly agreed that all affiliated societies to the T.U.C., should assist the Variety Artistes' Federation, Actors' Association, A.M.U., and ourselves, to unionise the whole of the places of amusement in the United Kingdom. Since that time this question has been taken up by various Trades' Councils in England, Scotland and Wales, and the above resolution is to be submitted on behalf of the Associations mentioned by the Aberdeen Trades and Labour Council at the Scottish Trades Union Congress which opens at Aberdeen on Wednesday, 29th April, 1921.

"I need hardly say that if this resolution is carried by the Scottish T.U.C., it will re-act upon the entire Scottish Trade Union movement, so I would suggest to you that the ratification of the contemplated agreement be delayed until the Scottish Trades Union Congress has been held (which I shall attend in person), and we have had an opportunity of stating our case to the operators in Scotland.

"I assume that your Association desires to deal with the Union for the Entertainment Industry, particularly when there is one in existence, which covers all grades and sects, and is exclusively confined to such industry. I hope to have the pleasure of seeing you during my next visit to Scotland when we might discuss any point not covered in this communication.

"Yours faithfully,
(Signed) "Terence Cannon,
"General Secretary."

The E.T.U. are now trying all over the country to oust the operator entirely, and replace him by what they call a "qualified electrician." We could quite see the logic of this argument if all qualified electricians were good operators, but the facts are to the contrary. It has been reported that Mr. Percy Broadhead, of Manchester, once said that he had been in the business for a good many years now, and the best electrician he ever had was the rottenest operator, and the best operator he had was the rottenest electrician. So we should advise once more that all operators should join the only Union that is exclusively confined to the Entertainment Industry, namely: the N.A.T.E.

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"Performer" Hand Book.—This book has just come to hand. It is a very neat and useful book; just the size for the pocket; just the news you want; just the price to suit all purses. In a word—a small book with big contents. We hope it will receive the support and success that it merits.

## London District Notes.

The expected proposals of the Society of West End Managers have been received, and they clearly demonstrate the spirit that is enumerated in the Old Book: "He that hath shall be given, but to him that hath not, shall be taken away even that which he hath."

Owing to our loyalty and patriotism during the period of the International Crisis, we failed to follow the lead given by other organisations to arrive at a point where we might be able to entertain a reduction, and those who relied upon the managers to reciprocate that spirit are doomed to disappointment.

It is regrettable that we have to record that we find some only too eager to listen to the managers or their willing tools, sowing the seed of mistrust, and influenced to such a groove that they become mere pawns, void of all self-respect and moral courage, to stand by their Organisation. What is going to happen to those individualists when they reap the reward of their glorious inactivity? The manager is prepared to shower compliments while it suits him—and that period is only of a short duration—but where is he to turn to afterwards? He may repent when it is too late. Repentance does not subsidise principle—repentance is cheap, principle is sacred. Now is the time that every member should seek the channels whereby he can assist his or her Organisation to stem the tide of economic oppression, and be prepared to sacrifice a little for the welfare of the Cause that we have pledged ourselves to support.

### District Meetings.

Several of these meetings have been held in various parts of the Metropolitan Area. The attendances clearly demonstrate the apathy of our members. These meetings are being convened at an expense to the Organisation, and a sacrifice on the part of the officials and the stalwarts, for the sole reason of giving an opportunity to the members to avail themselves of any information concerning their welfare.

During the next few weeks we shall be pleased to receive suggestions from any steward, the time and place most effective to hold a District Meeting, the suggestion to be accompanied with a promise of the co-operation of the Members in that particular area.

By the time of the publication of the Journal we hope to have a satisfactory decision from the Conciliation Board of the

E.N.I.C. *re* the Variety Agreement. The information will be conveyed in due course through the stewards.

To every steward we wish to convey our appreciation of their valuable services, which, we are afraid, is not appreciated by the members as it should be, and the full co-operation of the members is very desirable to make their difficult task comparatively easy. We would esteem it a favour if the members would get in close touch with their steward, instead of expecting the steward to chase all over the house for the members, which very often courts the disapproval of the manager, and afterwards leads to victimisation, and which cannot always be detected.

We humbly suggest and expect that where there is no steward the members should meet and elect one, and if there are any non-members, to point out to them that their interests can only be safeguarded by collective efforts. Every assistance will be rendered from this Office to perfect the organisation. To obtain the desired perfection we must have the loyal support and co-operation of every member.

## A Dream.

Last night I lay a-sleeping;
I had a terrible dream:
I heard the voice of Employers,
And they rose in a horrible scream.

" We'll cut down the wages! " they cried;
How they will live, God only knows:
A bit from those doing day-work,
And a bit from those doing shows."

" Now is the time to catch them,
As unemployment is so rife;
And as they are half-starving,
They dare not attempt any strife."

But as I lay there and listened,
I heard a voice so low:
" Are we going to stand this, boys? "
And the answering shout was " No! "

I then turned round to the Employers,
And seeing me they laughed and jeered;
And in anger I seized hold of the foremost
By his trim and well-kept beard.

Then by his beard I swung him round
And round, I do declare,
Until the wife cried, " Wake up, you fool!
You are pulling out my hair! "

J. F. Collins (Palace Theatre).

[I offer no apology for this.]

## Branch Reports.

*(Secretaries are requested to make their reports as brief as possible. Lists of officers, etc., cannot be inserted.)*

Bristol.—The fourth outing of the Bristol Branch of the National Association of Theatrical Employees was held on Sunday, June 12th, the places chosen being Wells, Cheddar, Burham and Weston-super-Mare.

The party, numbering 200 members and their wives, left Bristol in seven large charabancs supplied by the Bath Tramway Co., Ltd., leaving Bristol at 9 o'clock. Wells was reached at 10.20, where one hour was given to enable the members to visit the splendid Cathedral and the Bishop's Palace, with its old-world moat and drawbridge, generally acknowledged to be one of the finest palaces in the kingdom. Leaving Wells at 11.30 after a quick run through glorious scenery, we arrived at the Cliff Hotel, Cheddar, where luncheon was served. We had with us our popular Organiser, T. J. O'Brien, who, in a neat little speech, complimented the secretaries and officers on the success of the outing. After lunch, the party dispersed, some to visit the world-famous caves and others to view the magnificent scenery of the cliffs and gorge. The journey was resumed at 3.15, and a fine run through East Brent and Highbridge, brought us to Burnham, where tea was partaken of in the Puzzle Gardens. After tea some of the members indulged in swings, etc., in the grounds. Then we proceeded on the last stage of our journey to Weston-super-Mare, where we made a halt of 45 minutes for refreshments. Leaving Weston the party, after a quick run home, reached Bristol at 9.20 p.m., very tired, very satisfied, and very dry.

This, the fourth outing since the formation of the branch about three years ago was one of the most successful, and we believe that a great deal of good will accrue to the branch by the members of the different houses getting closely in touch with one another, and thus promoting a better understanding amongst all our members.

H. C. White, *Branch Secretary.*

FERNDALE AND DISTRICT BRANCH.—Taking into consideration the practically life experience in Trade Unionism of the Editor of this journal, I should like to take this opportunity of answering the remarks made by him in answer to my report in the May issue of this journal.

Does he realise that others have also a knowledge of the intricate difficulties that surround Trade Unionism?

He states (I assume for matter of argument) that the Miners have overcome the difficulties of organising, as proved by the loyalty of those in the mining industry. As a member of the South Wales Miners' Federation, and as one who has acted in an official capacity in that Federation, I state, definitely, Mr. Editor, your remarks are misleading, by the fact of interweaving the S.W.M.F. with the N.A.T.E. from a point of organising and maintaining. If desired, I will give a more detailed explanation in the next issue of this journal. He goes on to say *where* are the *Funds* to come from if not from Membership. I should like to know *where* are the *Members* to come from which would get funds unless the Association's Funds are expended to get the members. It is economy which should be the foremost aim in any organisation and I must appreciate the Editor's thoughts which were obviously in that direction when answering my Report, but I may say there is danger of *False Economy* when trying to economise, which is outstanding in regards to the particular question.

* * * *

A District Council for this area was held at Newport on Sunday, June 19th, 1921, at which I was a delegate for my Branch, and what a Council! Having had experience in such meetings with other organisations, I conscientiously say that I have never had the pleasure and honour of experiencing such a fine gathering, both intellectually and fraternally; the whole discussion was to me, and I believe I can say for all, an educational treat, and, if we want to further the objects of our Association, such meetings should be held as often as possible.

The arrangements made by Bro. T. O'Brien, our Organiser and Secretary, left nothing to be desired. I also want to thank Bro. Perrin in the way which he exhibited such fine comradeship by placing and doing everything at his disposal while in his locality.

Who put the wind up the delegates at Newport by asking if the Association was broke? (Look you!).

* * * *

HUDDERSFIELD.—*Re* getting out. We agree with the travelling carpenter's complaining over the getting-out rates, and I think now, when the Provincial branches have been divided into sectional areas, there should be a uniform rate for the getting out and the getting in of the scenery. It does cause a lot of dissatisfaction on many occasions when you meet a stage carpenter on the Friday night, and have to give him your getting-out terms. Some weeks you may have no trouble, but another time you may meet a carpenter, give him your terms; he will turn round and say it was outrageous. We got it out last week at so-and-so; it may have been a non-Union place, or it may have been a Union place with a lot less rate than the others, so with this sort of thing going on I think something should be done to make it a little easy both for the touring and local stage managers. I might say that our Yorkshire and Midland District Council have formed a scale, but I think it is not good enough for some of its members, as it is lowering their present rate. When this scale was seen in the N.A.T.E. JOURNAL it was passed at a branch meeting not to accept this scale, but to write to the General Secretary asking if it has been put into operation; if so we could not accept it in Huddersfield. The General Secretary replied that it had not been forwarded to the manager as yet, so that was a relief; but he told us we could get as much as we could, but I don't agree with him on that point, because what is the use of trying to form a district rate if they are going to allow us to higher or lower when we want? What we want is a fair and square scale fixing, then the touring companies will know what they have to pay week for week; then, if they refuse to agree, the staffs will have to leave it to them to get it out themselves, the same as the other districts do; then I think it will be better for all.

J. H. JEPSON (Huddersfield).

## Terms of the New Unemployment Act.

The Government Unemployment Insurance proposals have now passed through the various stages of Parliamentary procedure and received the Royal Assent. The principle provisions of the Act are as follows:—

The benefits are reduced to 15s. for men and 12s. for women.

The contributions are increased to 7d. for a man and 6d. for women, 3½d. for a boy and 3d. for a girl.

The employer has to pay 8d. for a man, 7d. for a woman, 4d. for a boy, and 3½d. for a girl.

The reduced benefit remains in force until the expiration of the deficiency period (which ends when the Treasury certifies the Unemployment Fund solvent) and the increased contributions remain in force until the end of the Deficiency Period on July, 1923, whichever is the later.

The present period of sixteen weeks for the receipt of benefit may, in special cases, according to the discretion of the Minister, or a Court of Referees, be extended for a period not exceeding six weeks.

The waiting period of three days for which benefit is not paid is increased to six days.

The power of making special schemes (contracting out) is suspended.

The Treasury *may* advance twenty millions to the Fund.

The special provision of 1920 Act, that payment of four contributions entitles a person to eight weeks' benefit ceases now instead of continuing until August 9th.

The part-time concession is also rescinded.

The N.A.T.E. in conjunction with the A.M.U., V.A.F., A.A., are deputising the Ministry of Labour at an early date, to have a clear definition of the position of those employed in the Entertainment Industry, relative to the Unemployment Act, and the decision will be published in the next JOURNAL.

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## The Spirit of Progress.

Progression is a divine law, indelibly stamped upon the human race—one which all the tyrants that have existed, all the enemies to human improvement, have striven in vain to impede. Its march may have been irregular, and will again be interrupted, but there is an all-conquering energy in the human breast which will bear down all opposition, and ultimately lead man to a higher, holier, and happier state. This conviction, this faith in humanity and its glorious destiny, nerves the philanthropist and the patriot, enables them when their high expectations have been disappointed and their plans frustrated to rise again buoyant with fresh life, wiser from the experience of past failures, and strengthened in the hope that, although individuals under the impulse of a holy aspiration may be crushed, yet the human race will still advance, will still improve—each coming day richer in knowledge than its predecessor, each generation wiser and happier than the last.

Look back but a few centuries and we find barbarism exemplified under the form of a feudal system, when there were but two classes in society, the chiefs and their serfs or slaves; the latter in the most brutalised and abject condition, the property of, and existing but for the use and gratification of their so-called superiors.

Turn a few pages further back in our country's history, and we find the natives of this boastful isle wandering about without dwellings, clad in the skins of beasts, with their bodies hideously painted, and offering up human victims to propitiate their gods. If, then, the human race has made such wonderful advances in a period short, when compared with the age of the world, may we not reasonably expect that now, with agencies gigantic in their power and endless in their variety, that advancement will be accelerated to a degree that even the most sanguine minds will feel it difficult justly to appreciate.

If we cast our eyes over the fair face of nature, we find it replete with evidence of the happy destiny of humanity. Sit down in the balmy evening and view the lovely landscape; the clear blue sky and the verdant earth, redolent of a thousand sweet fragances; the feathery tribe straining in endless variety to swell the chorus of Nature's beautiful misportive gambols; all rejoicing in their existence and enjoying all the happiness their natures are susceptible of. Shall man, then, the lord of all, endowed with such infinite faculties for the acquisition of knowledge, such exquisite capabilities for the experience of enjoyment, and such a superior organisation for the production of art—shall man form the exception, and be the only creature on earth doomed to misery and suffering? No! In the words of the noble son of the people, who though dead yet speaketh:—

"No! by the minds of man,
By the servant artisan,
By God, our Sire.
Our souls have holy light within,
And every form of grief and sin
Shall see and feel its fire."

On every side, around, above us—on earth or in the ocean—Nature is teeming with instinctive happiness, all life is fulfilling its destiny; but man has to "work his way" from a state of primeval ignorance and savagery to that of civilisation and happiness. He possesses inherently the power of achievement, "let him not faint by the way."

The poets of every age and clime have been possessed of a "prophetic soul," enabling them, though in the midst of darkness, to foresee a brighter and better age for the sons and daughters of humanity. Few there have been unblest with the divine spirit, even Byron the desponding, experienced moments when a bright gleam shone upon his soul, and in the spirit of hope could foresee the shadowing forth of human progress, and the potency of its mighty agencies a fuller realisation of which we have been privileged to witness.

The noble bard says, alluding to the future power of the Press:—

> Words are things, and a drop of ink
> Falling upon a thought, may produce that
> Which will make thousands, perhaps
> Millions, think.

And again, in reference to the power of popular intelligence—

> "Methinks I hear a little bird who
> sings."
> The people by-and-by will be the stronger.

Another divinely sings—

> "A brighter morn awaits the Human
> Day."

Yes, the morn has been ushered in; the sun of intelligence has fairly risen above the clouds of ignoranc and prejudice, and its refulgence is penetrating the gloom of every nook and cranny of our land, even those regions hitherto barren wastes and howling wildernesses have felt his genial rays, and will ere long flourish and blossom as the rose. But a temperament less sanguine may curl the lip and knit the brow and tell you, "These are the lights, take the shadows also."

In the transitory state we now occupy there will of necessity be partial evil and suffering, but let us hope that, like the fabled bridge of Mahomet, however sharp and painful the passage it is conducting us to a paradise, and that the period will arrive when machinery will cease to be monopolised by a class, but its benefits will be extended to the many raising them to comfort and felicity—becoming for them the only and the most powerful slaves in existence. And yet we have had but intelligence enough to contrive and construct these invaluable powers of mechanism. What is requisite now is wisdom rationally to employ them in the production of wealth for *all*. Then instead of taskmasters they will become passive untiring servants forming one of the most powerful agencies in the creation of social happiness.

Take heart, then; there is no cause to despond, but every reason to be animated with the hope that—

> "Man's age of endless peace,
> Which time is fast maturing,
> Will swiftly, surely come."

In saying this, it must not be understood that we are to remain content with things as they are—that we are supinely to sit down and teach our children that all we have to do is to follow in the steps of our forefathers, and that it is stated that "The poor shall never cease out of the land." No! Far different. We must in reality put our shoulders to the wheel; we must not be content till we have used our most strenuous endeavours to better our condition. We must place ourselves in such a position as to feel that we are fashioned after God's own image; that we are, indeed, men—men within whose breasts there is an inherent dignity that will take rank with the proudest noble in the land.

And for this end it is absolutely essential that we have a stake in the land—a voice in the enactment of those laws we are bound to obey. In a word State must become proprietors of the soil. No doubt this will cause a shake of the head from many a Tory and Liberal. They will exclaim, "Karl Marx's was a fine theory, but can never be reduced to practice." While a few peradventure will give vent to the doleful expression—that insurmountable obstacle to inert capacities—that greatest enemy of improvement and friend of bigotry—"Impossible!" But let us point out the Nationalisation Scheme to their notice, as brought before the public by the Socialists. This is no Utopian scheme; no project for the aggrandisement of the few at the expense of the many, but a well digested plan, whereby the operatives of Britain may secure for themselves those constitutional rights, of which for a lengthened series of years they have been unjustly deprived. There is no longer any excuse for remaining in the background and sighing for that which ought to be your birthright. You erect and maintain—maintain in costly magnificence, both regal and gin palaces, which vie with each other in splendour. You subscribe largely towards the maintenance of gaols, workhouses, and lunatic asylums, and, I am sorry to add, for the want of foresight and a fixed determination to rely upon your own exertions, find multitudes of occupants for them. Can you not then make some little effort to place yourself on equality with those who, in point of intelligence and usefulness, are infinitely your inferiors. Courage then, fellow workmen; you may have in your hands, if you desire it, a powerful lever, which skilfully applied, would shake to the very foundation the crumbling walls of despotism; would pioneer the way to the enjoyment of privileges hitherto unpossessed by you; and would ultimately effect what the most sanguine political economist has not dared to hope. This is a startling fact; it is, indeed, the notable "great fact." A stake in the land; a larger voice in the Commons, "House of Parliament"—and at what expense. Why, literally at a saving of health, reputation, and pocket. But these are not all the advantages: placed in a more independent situation, we begin to look at things as they are. Mere gilt and tinsel have lost their captivating influence; something more substantial must be entered for our appetites. We thirst for intellectual acquirements; and the Mechanics Institute, the lecture and the reading rooms acquire more charms than before. We thus prepare ourselves calmly to reflect on the important events that are passing around us, and qualify ourselves to render aid in that particular department for which our capacities are best suited. Let, then, the working men of Britain come forward, and give the lie to those who dare to stigmatise them as being unfit for any position. Let each demonstrate in his own person that intelligence, sobriety, providence, and self-government, are to be found without the pale of rank and wealth. Let them avail themselves of the means within their power to send to Parliament—men, not masters—and they may rest assured that with an honest House of Commons they will soon see abuses of all kinds dragged from their strongholds. No longer then "will might overcome right." No longer will purse-proud autocrats lord it over their less-favoured brethren: nor will many "hero-worshippers" be bound down by poverty. Virtue will be the passport to popularity, education to pre-eminence. Just laws will be respected and obeyed; and a happy and contented people will diligently and with credit protect that which is theirs by right, and recognise in the words of Burns—

"That man to man the world o'er,
Shall brithers be for a' that."

JOHN CARLIN,
*Scottish Organiser.*

## To All Members Employed in the London and Suburban Variety Theatres.

WHEREAS a dispute having arisen between the National Association of Theatrical Employees and the Proprietors of Variety Theatres in the Suburban Metropolitan Area with reference to the rates of pay and conditions of employment at the said theatres and the parties having agreed under the Constitution of the Entertainment National Industrial Council to refer the dispute to a Conciliation Board, composed of Messrs. Walter Payne, Morris Abrahams, R. M. Dix, Terence Cannon, Ernest Skeggs, and Henry J. Kemp. We the Members of the Conciliation Board (other than Mr. Morris Abrahams, who has withdrawn during the negotiations) recommend that the terms and conditions contained in the Agreement of 29th March, 1920, shall continue in force in accordance with the terms of that Agreement.

(Signed) WALTER PAYNE.
R. M. DIX.
TERENCE CANNON.
HENRY J. KEMP.
ERNEST SKEGGS.

London, 6th July, 1921.

This was submitted to a meeting of London members at the Holborn Empire on Sunday, July 10th, when the following resolution was unanimously agreed:—

RESOLUTION.

That, having heard the Report of our Representatives on the finding of the Conciliation Board, we, the Members, strongly approve the action of our Representatives, Messrs. Cannon, Kemp and Skeggs in signing the recommendation.

Further, we appreciate the friendly attitude of Mr. Walter Payne and Mr. R. M. Dix, as reported by our Representatives.

This Meeting further expresses its belief that the best guarantee for harmony to exist in theatres, music halls and cinemas, is that every employer or employee should belong to their respective Association or Trade Union exclusively confined to the Entertainment Industry.

## LIST OF BRANCH SECRETARIES:

Aberdare.—G. A. Hawke, 212, Cardiff Rd., Aberaman.
Aberdeen.—Miss Riach, 2, Westburn Road.
Ashton-under-Lyne.—J. Hardman, 78, Astley Street, Dukinfield.
Ayr.—E. Fulton, c/o Young, 55, New Market Street.
Barrow-in-Furness.—W. Wright, 2d, Ship Street.
Barry Dock.—E. R. Harper, 88, Barry Road, Cadoxton.
Bath.—H. Summers, 2, Belle Vue Place, Lansdown.
Birmingham.—F. A. Watson, 158, Witton Road, Aston.
Bishop Auckland.—A. McConnell, 68, Bridge Street.
Blackburn.—C. T. Swithenbank, 20, Brooksfield Street.
Blackpool.—G. Mitchell, 48, Adelaide St.
Bolton.—E. S. Allsebrook, 19, Brinks Place, off Chorley Street.
Bradford.—J. H. Johnstone, 16 Rugby Place.
Brighton.—J. Gibbs, 17, Grove Street.
Bristol.—H. C. White, 8, Blenheim Sq., Marlborough Hill.
Burnley & Nelson.—J. Bell, 31, John St., Nelson, Lancs.
Cardiff.—J. Hunt, 85, City Road.
Carlisle.—J. Hodgson, 5, Annetwell St.
Carpenters.—C. Morris, 80, Bonnington Sq., Vauxhall, S.W. 8.
Castleford.—*Pro tem.*, B. Gorham, Organiser.
Cowdenbeath.—J. McGregor, c/o 182, Foulford Road.
Darlington.—F. Richardson, 2, Bakehouse Square, Union Street.
Derby.—Mrs. A. L. Kelly, 22, Macklin St.
Dundee.—T. Phillips, 12, Parker Street.
Edinburgh.—Mrs. Cockburn, 82, Causewayside.
Ferndale.—F. Jones, 22, The Parade.
Glasgow.—J. Carlin, 12, Windsor Ter.
Halifax.—T. Turner, 27, North Parade.
Hanley.—G. Docksey, 76, Boundary St.
Huddersfield.—S. Armitage, 2, Filbert Street, Birkby.
Hull.—G. E. Hazel, 2, Ferndale, Walliker Street.
Kilmarnock.—T. Adam, 34, Mill Lane.
Kirkcaldy.—J. Wallace, 53, Dunnikier Rd.
Leeds.—A. Lambert, 7, Welton Mount, Headingley.
Leicester.—R. A. Peutrill, 11, Eaton St.
Liverpool.—J. James, 42, Fairfield St.
Llanelly.—T. O'Brien, 23, Pottery St.
London Branches.—H. Roberts, 29-31, Portugal Street, W.C. 2.
Manchester.—T. H. Derbyshire, 12, East St., Lower Mosley St.
Merthyr Tydfil.—J. Hall, 4, Gwynne Cottages, Gwaelodygarth.
Middlesbrough.—A. Peeling, 68, Bolckow Street.
Newcastle.—J. Laing, 125, Sycamore St.
Newport (Mon.).—J. Perrin, 6, George St.
Nottingham.—G. H. Challand, 68, Seymour Street.
Oldham.—L. Graydon, 14 Charter St.
Plymouth.—C. Finch, 11, Glanville Street
Portsmouth.—J. E. Randall, 88, Stansted Road, Southsea.
Preston.—J. Wilson, 9, Vauxhall Rd.
Rochdale.—J. Law, 29, Ashfield Rd.
Scenic Artists' Branch.—E. I. Hirst, 23, Clyde Terrace, Forest Hill, S.E. 23.
Sheffield.—W. J. Burns, 91, Eldon Street.
Southampton.—F. Collins, 50, Craven St.
South Shields.—R. Huntley, 148, Stanhope Road.
Southend.—A. Paston, 88, North Avenue
Southport.—W. Whitesmith, 11, Matlock Road.
Swansea.—E. A. Howell, 2, Bryn-y-don Road, North Hill.
Swindon.—W. Cooper, 3, Dumbarton Ter.
Tynemouth.—H. C. Johnston, 10, Middle Street.
Warrington.—W. Cook, 71, Orford Street
Wakefield.—J. A. Binns, 29, Almshouse Lane.
West Hartlepool.—W. Reynolds, 32, Rodney Street.
Wigan.—T. Tomlinson, 8, Gilroy Street.
Workington & Whitehaven.—E. Lowther, 43, Edkin Street.

## DISTRICT ORGANISERS:

London.—C. B. Finley, A. W. Muir, P. Sharp, H. J. Kemp, 29-31, Portugal Street, W.C.2.
Lancashire and Cheshire.—G. Mitchell, 48, Adelaide Street, Blackpool.
Scotland.—J. Carlin, 12, Windsor Terrace, Glasgow.
Yorkshire and Midlands.—B. Gorham, 18, Brompton Mount, Dewsbury Road, Leeds.
South Wales and West of England.—T. O'Brien, 23, Pottery Street, Llanelly.
North of England.—M. McKenna, 4, Seymour Street, Dunston-on-Tyne.

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# The N.A.T.E. (National Association Theatrical Employees.) JOURNAL.

Vol. I. AUGUST, 1921. No. 8.

## General Secretary's Reports on His Visits in the Provinces, July, 1921.

SUNDAY, 17TH JULY.

The South of England District Council was formed at Brighton, on Sunday, 17th July. There were present:—

Terence Cannon, General Secretary (in the Chair at the opening); J. Tapsell, E.C. Member; J. Gibbs, Secretary, Brighton; G. Tutt, Secretary, Southampton; G. Finch, Secretary, Plymouth; — Everett, Southend; J. Randall, Secretary, Portsmouth.

I am of the opinion that much good will accrue from this meeting.

The Branches forming this District Council are small in number, but the spirit that prevailed at Brighton was grand, and is a good augury for the future.

The only matter that disturbed the delegates was Brother Tapsell's statement that, owing to his health breaking down, he felt that he could not do justice as an E.C. Member, or to those he was elected to represent.

Brother Everett, of the Southend Branch, automatically succeeds Brother Tapsell as E.C. Member for the South of England, in view of the fact that at the last election Brother Tapsell just beat Brother Everett by a few votes.

MONDAY, 18TH JULY.

I attended the Central Office for the purpose of dealing with correspondence before proceeding to Leeds. I proceeded to Leeds on the 4 o'clock train from King's Cross, arriving in Leeds at 8.50 the same evening, being met by Brother Smith, the President of the Leeds Branch, and Brother Gorham, Yorkshire and Midlands Organiser. After great difficulty in getting a place to sleep for the night, we held a Conference as to what action we should take with the Leeds' Managers, whom we were to meet the following day. This Conference lasted till a quarter to three in the morning.

TUESDAY, 19TH JULY.

We met the Leeds Managers at the Leeds Hippodrome. Representing the Leeds Managers were:—

Theatre Royal, Leeds—Mr. Francis Laidler, Mr. Hindle; City of Varieties, Leeds—Mr. Wrightman, Mr. Sam. Jones; Variety Controlling Co.—Mr. Bertram Brown; Moss Empires, Mr. Nelson.

The N.A.T.E. were represented by Brothers Gorham, Mitchell, Smith and myself.

The Conference opened at 12 o'clock and terminated at 3.25.

The Leeds Managers agreed that there would be no reduction for a further twelve months, and asked us to sign an agreement for that further period.

The Leeds delegates stated that they were instructed, in the event of no increase being received, that Clause 16 of the London Variety Agreement should be incorporated. This question was debated for over two hours, only Mr. Frank Laidler objecting.

The Chairman, Mr. Wrightman, stated that in his opinion, all that Clause 16 meant was an exchange of guarantees in the interests of harmony and goodwill; but, in view of the fact that Mr. Laidler would not agree, the Conference terminated on the understanding that we were to meet again in three months time without any reductions taking place meanwhile.

I went from the Conference direct to the Station, where Brother Mitchell and I

**New Members for July 165.**

TAN

caught the 3.50 train to Oldham, arriving there at 6.15 being met by the local Secretary.

I visited (accompanied by Brother Mitchell and Graydon) the various places of amusement in Oldham, finishing up at the Palace at 12 o'clock on Tuesday night.

### WEDNESDAY, 20TH JULY.

We visited the Trades' Council Offices to learn the attitude of the Trades' Council with reference to the Conference. They assured us that we had their entire support, and sent the Vice-President of the Council along with us to watch the negotiations in the interests of the Trades' Council.

We met the Oldham Managers at 3 o'clock. Representing Oldham Managers were:—

Mr. Ernest Dotteridge, Grand Theatre and Palace; Mr. Carlton, Managing Director, Victory Picture Theatre; Mr. Loder, Palladium; Mr. Dovey, Coliseum; Mr. Pointer, Grosvenor; Mr. L. Platt, Secretary of the Oldham Managers' Association, who occupied the Chair.

The N.A.T.E. were represented by Brothers Mitchell, Graydon and myself.

*Representing the Oldham Trades and Labour Council*—Mr. Parker, Vice-President.

The Conference opened at 3 o'clock.

The Managers opened the case, stating they had contemplated putting in for reduction in wages, but, owing to the friendly attitude as displayed by the N.A.T.E., they had refrained from doing so at the time. They felt, owing to the slump, that it would take them twelve months to recover what they had lost during the slump period, and felt that we ought to agree to a reduction in certain departments. This we strenuously opposed, and put a counter-claim in for increases. These, I regret to say, were not conceded; but they went so far as to say then, in view of the case we had put up on behalf of the increases desired, they were not altering the present arrangements for a further twelve months.

Mr. Graydon, on behalf of the Oldham Branch, stated that he was prepared, subject to the E.C.'s approval, to recommend to the Oldham Branch to abide by the present rates of pay and working conditions, provided that the Oldham Managers agreed to Part 16 of the London Variety Agreement. This part was dealt with at length, and got a great deal of support, the Chairman making the statement that he preferred to deal with one Union in preference to two or three, and Mr. Dotteridge himself said he had no objection either.

They decided to refer the whole matter to the full meeting of the Managers' Association, and recommend acceptance, when they would inform us in due course, without its being necessary to hold another Conference on the matter.

The meeting terminated at 6.35. At the request of the Wigan Secretary, through Brother Mitchell, the Organiser, I accompanied him to Wigan to interview Mr. Worswick, of the Wigan Entertainments Co., on behalf of one of our Members who makes a claim for 18s., and further to see him with reference to our Members being re-engaged when the Theatre and Hippodrome opens in August, which, by the way, are now closed.

I regret to say that Mr. Worswick left the town on the opposite platform and at practically the same time that we came in, and we were not aware of it, and therefore could not see him; the Organiser promised to write him on the matter.

### THURSDAY, 21ST JULY.

We got the 9.20 train from Wigan to Liverpool to take part in the investigation of the Liverpool Branch's accounts. There were present:—

J. Leon, B.P.; T. Wilson, E.C. Member; J. James, B.S.; T. Derbyshire, Secretary, Manchester; T. Mitchell, Lancs. & Cheshire Organiser; and myself.

We started at 11 o'clock in the morning and, after very careful enquiry into the accounts, we found the Branch was in a bad way. Not one of the books were kept in the manner in which the E.C. desired they should be kept. A full report has been sent on to the Financial Secretary, signed by Brothers Mitchell and Derbyshire.

The meeting terminated at 5.50, and I then proceeded with Brother Mitchell to Blackpool, catching the 6.15 train from Liverpool, and arriving at Blackpool at 8.45. At 10 o'clock the same evening I attended a Conference of what was called the Blackpool Joint Committee, between the E.T.U., the A.M.U., and the N.A.T.E. It appeared, from statements made by the musicians, that they have a dispute with some of the local picture theatre proprietors, and that the Musicians had been told to go on strike if they could get the N.A.T.E. to support them. I informed the Joint Committee that the Executive Committee of the N.A.T.E. did not recognise any Joint Committee which included the E.T.U.

The statement made by the E.T.U. delegates was to the effect that they were out to fight the N.A.T.E. in their own way. I could not learn what method they were to adopt to fight us, but I pointed out the absurdity of their sitting on a Joint Committee with our people, and fighting them at the same time. This led to very heated discussion, the meeting lasting till 1.30 in the morning.

### FRIDAY, 22ND JULY.

The following Agreement was arrived at:—

The Joint Conference of the Blackpool Entertainments Proprietors and Managers, and the Representatives of the National Association of Theatrical Employees, together with Mr. J. W. Mitchell, J.P., Secretary of the Blackpool Trades and Labour Council, presided over by—

Mr. Percy P. Broadhead, assisted by Mr. Percival Percival, President and Secretary respectively of the Conciliation Board established in connection with the Provincial Entertainments Proprietors and Managers' Association, held in the Board Room of the Winter Gardens, Blackpool, on the 22nd July, 1921.

Also present for the N.A.T.E.:—
Terence Cannon, G.S.
George Mitchell, B.S.
Joseph Platt, B.P.
Thomas Fleming, B.C.
Ted Donnelly.

For the Managers:—

Fred A. Badman, Winter Gardens Co.; Jno. R. Huddlestone, Winter Gardens Co.; Cyril Chantler, Central Pier Co.; Jas. Walker, North Pier Co.; G. H. Harrop, Tower; Thomas Bickerstaffe, Tower; Chas. R. Hardman, Winter Gardens; A. E. Peace, Winter Gardens; Robert Parker, Secretary, Tower Co.

*Resolved*—

(1) That this meeting of the Blackpool Proprietors and Managers and the Officials of the N.A.T.E. decides the existing Staff Agreement shall be considered as terminating on the 31st inst.

(2) That the employers and employees undertake to carry on until the 31st October next the same pay and conditions as at present obtain.

(3) That the Blackpool employers and employees agree to be bound as from the 31st October next by the awards of the Arbitrator, Charles Kean, Esq., J.P., who deals at a joint sitting in October next with the Manchester and other district Agreements.

22nd July, 1921.

Signed by all present.

I may say that Mr. Percy Broadhead, as Chairman of the meeting, rendered our Association every assistance. The meeting terminated at 1.45, when the managerial side invited our representatives and Mr. J. W. Mitchell, of the Trades and Labour Council, to luncheon with them at the Winter Gardens which we accepted.

### SATURDAY, 23RD JULY.

On Saturday morning, accompanied by Brothers Mitchell and Platt, I visited the various places of amusement for the purpose of interviewing non-members till lunch time. I then proceeded by the five-to-three train to Glasgow, having received a wire from Brother Carlin that a strike was to take place at the Glasgow Pavilion on Saturday evening. I arrived in Glasgow at 10.25 on Saturday night. As there was no one at the station to meet me I made straight for the Glasgow Pavilion, where I found Brother Carlin and the Glasgow Treasurer outside the hall.

I was informed by the Organiser that the manager, Mr. Collins, had refused to pay, as per the Glasgow Agreement, for supers, therefore he had held up the "house" until they agreed to pay. Happily it was all over when I got there, and our members had been paid their money.

I then had a conversation with Brother Carlin *re* his own position, which terminates on August 6th, this conversation lasting till 1 o'clock on Sunday morning.

### SUNDAY MORNING, 24TH JULY, 10.5 A.M.

I proceeded to Edinburgh and met the Scottish District Council *re* the vacancy that has been created by Brother Carlin's resignation. I find they are of the opinion they would not accept any other organiser unless he came from the Scottish branches. The meeting lasted four hours.

I then went to the Free Gardens Institute and addressed a meeting of our members at

6.30 in the evening as to their position, and regret to say that the Edinburgh Branch is in a very bad way owing to the fight there being fought on personalities and not on Trade Unionism. The meeting lasted till 9.20.

They moved a very hearty vote of thanks to myself, and expressed the opinion that the information I had given them would be very useful in the future.

MONDAY MORNING, 25TH JULY.

I visited other places of amusement till 1 o'clock, when I got a train back to Glasgow for the purpose of interviewing Mr. Robert Allen, Secretary to the Parliamentary Committee of the Scottish Trade Union Congress with reference to a complaint that had been lodged against us by Councillor Higgins of Glasgow, Secretary of the Clyde District Committee of the E.T.U.

Owing to Mr. Allen being on a wage conference, I had to wait till 6 o'clock in the evening before I could interview him.

TUESDAY, 26TH JULY.

I travelled back to London.

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## Correspondence.

The G.S. has received the following from Mr. J. M. Glover, Manager, Theatre Royal, Plymouth.

*June 21st,* 1921.

Dear Sir,

Your letter has been forwarded on to me from Plymouth. I have no objection whatever to members of my staff joining your association.

Yours faithfully,
J. M. GLOVER.

### "PEEPING THROUGH THE WINDOW."

MR. EDITOR,

I was very much interested in the above article, and I would suggest that we have only one remedy, that is to Organise, Organise, Organise! Labour conquers everything just as soon as the workers recognise the stupendous power they possess by the formation of one big Union. "We have too many Unions and too little Unity."

It is of vital importance that the workers of the world grasp the real meaning of one Union, of the economic conditions of their fellow workers, and the best method of effecting a complete change in the existing order of things.

Workers have, in the past, been handicapped by the antiquated form of organisation known as "Craft Unionism," and the general lack of understanding of working-class principles. The spirit of revolt has often stirred the breasts of the workers, but just so soon as the revolutionary pulse beats high, so it has been stifled.

The amalgamation of all Unions means the abolition of Capitalism and the wages system, failing which the workers can never hope to receive the products of his labour.

It must at the present time be apparent that without the united action of all workers the fight cannot come to a definite conclusion, but with their united strength on the industrial field, organised in the industry where their exploitation takes place.

This is the idea of organisation which endeavours to organise the workers upon the recognition that they are only commodities, and which shall control the labour market in an organised manner, so as to demand as high as possible the price of their commodity—labour-power.

To try and enforce the best possible conditions while their commodity is being used up in the factory, mine, mill or theatre, but with the final objective that they aim at the destruction of the system that makes them merchandise, and in raising up of a system of society wherein they may become free men and women.

Our hostility must be class hostility—organised hostility. Our fight is with the enemy; we do not reckon with or recognise individuals. By education and industrial solidarity we can raise the army of Labour on the industrial field. By avoiding false unity, we, the only class in society worthy of the name, can, by relying upon ourselves, destroy the capitalist regime, and usher in peace for all.

The Capitalist class try to kid us that they want to solve the unemployed problem. Just answer this question: There is no longer anyone outside or inside the factory gates; you are the only man for the job. What would you do? And that would happen if there were no unemployed. Imagine, if you can, the lion asking the lamb to extract his teeth and claws.

I am rather afraid, Mr. Editor, that I am taking up too much of your space, but, as "Convert" says, that the great need amongst our people is for education in the principles of "Trade Unionism." In conclusion, trust no longer to manna falling from heaven, or some Moses to lead you out of Capitalism, but do your own thinking—then act. That is the difference you have at present from any other commodity on the market, because "the salvation of the working class shall be the act of the working class themselves." "Unite; you have nothing to lose but your chains—a world to win." "He who would be free must first strike the blow."

Yours fraternally,
PETER TAIT, Oldham.

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*August 5th, 1921.*

SIR,

Will you please allow me a few words in the MONTHLY JOURNAL?

### UNION'S THREE EVILS.

As I sat in my lodge room last Sunday and looked round and saw about twenty-five members out of hundred and fifty, I thought of the great evil of *indifference* which is shown by our members: it is eating the very core out of every Union in the country; it sometimes almost breaks the heart of the officials, and fills the few that do go with disgust. Fellow members, rally to the lodge room! The hard times are not past yet: there are your struggles to face yet. Help them by your presence, and the officials will fight far better when they know they have the men at their back. It will be a better N.A.T.E. in the future.

### NON-UNIONIST.

I sometimes sit in my room with my pipe lit, near to a large plant that I have, and watch for the small green fly; then I choke him; and as I wander to the hall I think of the yellow stinkpot who is creeping in there, eating the heart's-blood out of his fellow man, selfishness dominating his very life. We have talked to him, tried to entice him, and yet he scabs, ever ready holding out his hand for the few shillings we have got him, although I believe Middlesbrough stands one of the finest organised towns in the country, through the integrity and perseverance of the few members. We have this Non-Union peril with us: heads of departments as well as rank and file are slowly leaving us. It is time we cried a halt, and got to that standard where every one can stand man to man and shoulder to shoulder to fight the forces which are ever ready to crush us.

How long—how long, shall we aspire,
Before we set the ball on fire,
And bring these scabbers into line?
Then all men can say the Union's fine!

### FINANCE.

It would be ridiculous for me to say much about the finance of the N.A.T.E., because not many persons could, but heads of departments are apt to be a little careless about other people's money. I am no grumbler or grouser, but I like to see money well spent. I turn to some of the MONTHLY JOURNALS and I see £50 here and £20 there given from our funds, and I turn to our own lodge and see some of our members who have been having some very hard times and are having them. We should like to help them many a time, but we are about in the same boat. Pride many a time has stopped members from asking for a small relief where a few shillings may have relieved them. Sometimes when I have seen where one official or another has been North to South, and East to West, I think of the great expense, and what a pound or two at the lodges would have done to our own members—perhaps fed some of our children.

Fellow members, one word more. I do hope before very long the great depression will be over, and that we shall be back to our daily toil, then I know we shall have a smiling face as we meet at the various halls at night.

Yours truly, W. H. SMITH.
C.N. 12,339.

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## The High Cost of Living.

The high cost of living,
The high cost of living,
Is driving me mad—driving me mad!
The high cost of living some treat same as a joke;
But the high cost of living is keeping me broke.
I borrow from mother, my sister and brother,
And try to pay back with a smile,
While millionaire's daughters
Can drink champagne like water,
While I have to stop supping awhile.

C. B. FINLEY.

## Cinema Operators.

### VII.

In this article I am dealing with the effort made by the N.A.T.E. on behalf of the cinema operator, with a view to convincing those who are in other organisations, and who have made statements, and are of the opinion that this Association has done nothing to improve their status and conditions.

It is 16 years since the N.A.T.E. first made an effort on behalf of the cinema operator, and if the operators will carefully read the draft rules stated below, which were compiled by the First Cinema Operators' Committee in 1907 under the guidance of the officers and committee of the N.A.T.E., who organised them as a branch of this Association, *they must admit* that no such effort has been made by any other organisation with such vital interests to their future progress and policy.

If anything the E.T.U. are daming their progress by placing them on a par with an electrician, of which 97% of them know little or nothing in relation to construction, production or installation, and when the London district rate was claimed by the E.T.U. on their behalf, it was their undoing, and has been admitted by scores of them who have realised this fact.

In the May issue of the unofficial organ of the E.T.U., *The Electron*, it states "the first aim of their Operators' Branch should be to see to it that every member is a Grade 1 man, and that every Grade 1 man is a member."

This is really amusing when they have no examination in existence, and furthermore, that they cried shame on the man who suggested and compiled an examination paper in the interests of that body "over eighteen months ago," and endeavoured to remove him from office for his audacity.

They also state they had defined the electrical workers in the entertainment industry, which practically amounted to the following, viz., Any person who works in and around an electrical plant, this includes the night watchman.

Now, operators, if this is the definition of an electrical worker I claim that the operator is lowering his dignity as a skilled man who has to possess a working knowledge of four crafts to carry out his duties as a projectionist, "and this is undoubtedly what *he is engaged for*," if he accepts this spurious statement in connection with his abilities.

The operators in the N.A.C.O. have to hold their job on their merits, and not on their ticket. There are over 1,000 N.A.C.O. certificates in the possession of our members, and applications are coming in weekly.

We *are* able to produce Grade 1 men because we *have* Grade 1 certificates; there are also other grades. *Any* operator can claim he is a Grade 1 man, but it is not accepted by the N.A.C.O. until he has qualified for a *Grade 1 Certificate.*

The following is a copy of the first rules agreed to by the N.A.C.O. in 1907.

The lack of interest rested on the operators *and not on the N.A.T.E.*

1. To promote and protect the interests of qualified operators, and to raise the status of their profession.
2. To encourage its members to acquire a full knowledge of the science of their business, and to keep them well advised of new inventions, and current trade topics and events.
3. *To establish a standard of proficiency by Qualifying Examinations.*
4. To secure a recognition of a minimum rate of pay for each class of work.
5. To provide legal advice and (at the discretion of the Committee) legal assistance.
6. To keep an employment register, and otherwise assist unemployed members to obtain employment.
7. To grant relief, by means of a Benevolent Fund, to any member (as per rules) in distress, or temporary need, and such other benefits as may be hereafter agreed to.

* * * *

### QUESTIONS AND ANSWERS.

Q. What is the N.A.C.O.?

A. A national organisation to improve the status of cinema operators.

Q. Why should I join the N.A.C.O.?

A. Because it is a branch of the only organisation entirely devoted to interests of theatrical workers, of which you are a section.

Q. Why should I *not* join any other Union?

A. Because you are putting your industry in jeopardy of being affected by disputes not connected with it, and because the officials, not having worked in the entertainment industry, are not conversant with your duties, and are unable to put forward your case on its full merits.

Q. What special advantage does the N.A.T.E. offer?

A. The support of *all* workers in the entertainment industry, and the advice of officials who *know* your job.

Q. What are the most effective methods of organisation?

A. Industrial, viz., as you work together so should you organise together.

*See* decision *re* operators in Notes and Comments.

A. W. Muir, *Organiser*.

## Notes and Comments.

Fellow Members,

It is very pleasing to know that our Journal is extending its powers, and we seek the valuable co-operation of all concerned to extend its powers, especially amongst the apathetic. The correspondence received indicates the keen interest taken by some of our members. We regret that owing to other demands on our space we are unable to publish other letters. The Branch Reports are interesting, but we are anxious for further development in that respect. Branch Secretaries, "keep on worrying the Editor."

* * * *

We are issuing a report on the visit of the deputation to the Ministry of Labour *re* the Unemployment Benefit, and the way it is administered, for the purpose of informing our members how essential it is to replace the present type of legislators by persons who have a clear conception of the workers' needs.

* * * *

Vital Decision re Cinema Operators.—For many years some cinematograph operators have been in doubt as to which was the proper organisation for them to join, and disputes have arisen as a result of other Unions claiming to organise operators.

A decision of great importance has been arrived at, as a result of the hearing of the case before the Parliamentary Committee of the Scottish Trade Union Congress, held at Glasgow on the 9th August, 1921.

The decision is as follows:—

"The Parliamentary Committee having heard the evidence from the N.A.T.E. and the E.T.U. express the view, that meanwhile each organisation should retain its own members, but is of the opinion *that the N.A.T.E. is the proper body to cater for cinema operators;* further, the Parliamentary Committee recommend that for the future a system to be submitted to the Parliamentary Committee should be devised to provide for exchange of membership between both bodies.

(*Signed*) Robert Allen,
Sec. P.C., T.U.C. (Scottish).

Our side of the case was presented by Terence Cannon, the G.S., A. W. Muir, London Organiser, and J. Carlin, S.D.S., to whom we express our appreciation.

* * * *

We deeply regret to record the fact that, before this issue is published Bro. J. Carlin will have severed his connection materially with the Old Country, and be on his way to seek pastures fresh in Canada. Bro. Carlin has rendered yeoman service to our organisation, and the Labour Movement generally. His activities and ability, based upon sincerity, will be sadly missed by us, and we are confident that our loss will be shared on a very wide scale, especially in the "Land of Burns."

We wish him every success in his new adventures, conscious of the fact that his energies will be devoted to promoting the welfare of his Class, and that our loss will be a gain to our comrades across the sea.

* * * *

Wage Agreements have occupied the attention of the members and officials in several districts. In Leeds, Oldham, and Blackpool, the continuation of the present rates have been secured. In London, protracted negotiations have taken place to resist the drastic reductions proposed by the West End managers. At last we have reached a point when a joint recommendation can be placed before the members. Unfortunately the recommendation suggests certain reductions, but we are confident that all that is possible by argument has been obtained, and the reductions compare very favourably with the reductions accepted in other industries.

* * * *

We wish to draw your special attention to the resolution passed by the National Executive *re* the National League of the Blind. Care should be taken by the members who wish to give effect to the resolution, that the money collected is sent to the N.L. of the Blind, and not to any organisation of the blind.

* * * *

We are pleased to record the fact that our L.D.S. has been elected to the Executive of the London Trades Council.

## Branch Reports.

BRIGHTON.—Our annual outing took place on Sunday, July 24th, to the High Rocks Hotel, Tunbridge Wells. A start was made from Brighton at 9.5 a.m., arriving at 12.10 p.m. After having a ramble round the High Rocks dinner was then taken; a good repast was placed before us. After dinner sports were held, and the prize winners were as follows:—

100 YDS. BOYS.
1. B. Divall.
2. J. Cook.
3. F. Smith.

100 YDS. OVER 40.
1. J. Cook.
2. T. Whittingham.
3. C. Bennett.

100 YDS. WOMEN'S.
1. Mrs. Holman.
2. Mrs. Shorter.
3. Mrs. Rosie.

100 YDS. MEN UNDER 40.
1. J. Gibbs.
2. C. Harrop.
3. W. Wilding.

THREE-LEGGED RACE
1. Gunn and Knight
2. Wilding & Divall
3. Laycock & Ayling

BLINDFOLDED RACE.
1. W. Gusterson.
2. W. Knight.
3. F. Colby.

The tug-o'-war was not finished; after winning one pull each, it was decided to share the money, as it was too hot. A drive round Tunbridge Wells was decided on, and arriving back to tea at 5.15 p.m., we came across Mrs. Cannon, the wife of our General Secretary, and we introduced one another. It was a great pity the Skipper was not with his wife for a day's outing, but duty stood in the way. A start was made back at 6.30, and arriving at Brighton at 9.40, after a most enjoyable day. I must add that Mr. Boardman, the Manager of the Hippodrome, gave us all the prize money for our sports, and now some of the members are not satisfied—they want another outing in September—but more anon.

J. GIBBS, *Branch Secretary.*

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SOUTHEND.—In pre-war days Southend was always the despair of the Trade Union organiser, but during the War many Trade Union branches increased their membership in the district; but now that period is over Southend Trade Unionism has slackened. It is in this atmosphere the local branch have to fight hard, but after many ups and downs, we have a solid membership, thanks to the stickability of a few members, especially the Secretary. We hope to receive much support and encouragement from the newly-formed District Council. We have now quite a respectable amount in our local Benevolent Fund, created through our Stewards giving their fees to same. At our last branch meeting congratulations were sent to Mr. and Mrs. Mudge upon the occasion of their marriage, and great appreciation was expressed at the very generous treatment they received from Mrs. Gertrude Mouillit, proprietress, New Palace, Westcliff, where both are employed. We greatly value the N.A.T.E. JOURNAL, and wish it every success.

GEO. CROWE.

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SCENIC ARTISTS.—At the monthly meeting of the above branch, held at the Roebuck, Kennington Cross, on July 26th, Clause 8 of our former Agreement with the Scene Painters' Guild, which debarred a foreign artist from membership of our branch unless he worked in Great Britain previous to 1914, was rescinded, and the following Clause in its place was unanimously agreed upon:—" That all qualified scenic artist assistants be invited to join the Scenic Artists' Branch of the N.A.T.E., and that in view of the removal of the national embargo we agree not to work with a foreign artist unless he be a member of the S.A.B. of the N.A.T.E." A resolution was also carried recommending that Clause 3 of the aforesaid Agreement [" That no scenery painted abroad be brought into this country except that it comes with the production for which it was painted. Such scenery to be used exclusively for the particular play for which it was painted "] be incorporated in the General Rules of the N.A.T.E.

E. I. HIRST, *Branch Secretary.*

## Southampton.

I hope that my visit to Southampton will do away with the unrest among the members, and that they will live up to the record that they have already set up in Southampton. I appreciate the good work of Brother Tutt, but the energies of every member is needed. It is not a one-man job, and without the support that should be forthcoming of every man and woman who are members of the Southampton Branch. Some of our members run away with the idea that if they pay their contributions and put an N.A.T.E. badge in their coat, their job is finished, and that they are full-blown trade unionists, but that is not so; that is where their job begins, by helping to organise the unorganised, and by helping to put the Southampton Branch on a par with other branches, and this can only be done with unity in the ranks.

C. B. FINLEY.

## Women's Column.

Do our women members really want an improvement in the conditions under which they live, or are they perfectly satisfied with things as they are? If the latter, then I am afraid that all the work and all the suffering borne by those who had the emancipation of women at heart, has been in vain.

The time will be coming, possibly soon, when women will have an opportunity of showing how they can rise to the occasion and stand firm for freedom and the right to *live*, not merely exist. The time is coming when you will be asked to use that wonderful right that has been accorded you, and which so many brave women (and men) fought for—the Vote. It is a great privilege. It gives you the opportunity of taking a part in the government of the country to which you belong, and I am hoping that every women who has the power to vote will do so when the time comes—and in the right direction. To the women worker, who has the interest of her class at heart, there should be no two opinions as to what the right direction is. We want a Labour Government, and if every woman takes that step which she ought to take, and votes for the Labour Candidate in her district, there will not be much doubt about the accomplishment of our desires.

Do you ever ask yourselves why it is that you are compelled to work so hard for such a poor return? It is because you, yourselves, have allowed it, and have been content to grovel at the feet of those who employ you. If you show your employer that you have self-respect, and that to work merely to drag out a harrassed existence is not your only object, but that you feel you have as much right to live decently as he has, then you will possibly find a difference in his attitude towards you.

We want people to govern us who have an understanding of the difficulties which are encountered by those who have insufficient incomes, and who, when they want to buy some necessity which costs a shilling, find that they cannot do so because they have only got sixpence.

So, when the time comes, do not be turned aside by a soft voice and wonderful promises, or for the sake of that all too short ride in a lovely motor car. Do not forget that, if you met those people the day *after* the election, they would not have room for *you* in their motor car—not much!

Someone asked me a short time ago, "What is the use of women having the vote, half of them do not use it? Well! thank God for the half, at any rate. You know the old saying, "Half a loaf is better than none," so of course the half will be useful, but the whole would be better, and as women come to realise that in using the vote they will be helping to better the conditions, socially and industrially, for *themselves*, they will get to understand the importance of it more and more. Women have naturally quick perceptions, and it seems a pity that they should not be used in a larger sphere for the benefit of their brothers and sisters.

So, women, keep in your mind the fact that your vote is *essential*, and record it as soon as you have the opportunity. Give Labour a chance to prove its worth. Keep your eyes open and watch events. At the present time there is a great tendency to down the workers; but there is no reason whatever why this should be successful, providing the workers show a little commonsense.

J.K.

* * * *

W. H. Smith offers a suggestion: "We are voting whether we are willing to pay one penny for the JOURNAL. I strongly hope we are in favour of it; it is worth the copper. I should like to see the Branches receive them at cost price, and retain the small surplus to be used as the Branches think fit."

In response to the request for women workers to take an interest in the JOURNAL and express their views and opinions, I am endeavouring to add a small portion to its columns, in the hope that other women members will be encouraged and do likewise. I would like to ask J.K. not to think that the women take no interest in the JOURNAL, because they have not hitherto expressed any opinions, but be candid, and say they lack the courage, and I venture to predict, that J.K. would receive enough views and opinions to fill the entire JOURNAL. You would like to know what the women think of the JOURNAL. Well, personally, I find it full of interest, but I would like also to say, that I notice most of the contents come from the officials of the C.O. and branches and very little from individual members. I do not think our brothers set us the example in this matter by availing themselves of the opportunity that is open to them each month. I should like to suggest that all members, both men and women, who possess a badge should wear it, so that whoever (or wherever) they are, on seeing a badge, the hand of comradeship could be extended from one member to another. There are members who will buy a badge soon after they join the Association to show, I presume, what loyal members they are going to be, but keep their badge at home in case they lose it. To my mind the loyalty lies in the WEARING of the badge. There is quite a number of members who possess a badge but never wear them. Is it because they are afraid to be seen with one, or because they have lost their enthusiasm? Surely not the former, for in places where agreements exists between the N.A.T.E. and the employers there is nothing to fear, but all the more essential that the badge of unity should be seen. Unity has no sex question. I do not think that our brothers fully realise that the women are of equal importance to the organisation as the men. I should like to suggest that all branches, when electing their officials, should elect at least one woman on the committee, to represent the women workers; this would not only give one woman special interest, but would enable her to converse with her fellow workers, and through her influence gain their interest. I am of the opinion that the lack of interest among the women in general is that, beyond being a member, they know nothing whatever about the Association. Some of our brothers, no doubt, will say "they never come to the meetings to find anything out." Granted, but if "Mahomet won't go to the mountain, the mountain must go to Mahomet." How many of our men discuss the Trade Union Movement with the women? Not many, I think. I believe if they were persuaded personally to attend the meetings, and not merely notify them that there is to be a meeting, we should have better results, and having got them there they might be encouraged to take part in the proceedings. I appeal to all our women to attend as many meetings as possible, take part in all discussion, let your voices be heard and show the men that our interest in the Association is as strong as theirs. Women have, to a certain extent, established their right to independence, therefore we must take our share of the work. We have no right to shirk the responsibilities, and then talk of what our officials OUGHT to have done. There are many matters, I presume, upon which women are not fit to legislate, but whenever women's interests are concerned she should always be ready to do her part. Our brothers and sisters must work together in the consciousness that ultimately their interests are mutual, and in the spirit which is the keynote of every great cause if it is to achieve anything at all. To be UNITED, one and all, and go forward with the determination that the standard of life shall be uplifted and maintained. In conclusion, I would say, "Forward all," and I pass on to you the motto of our town, PROGRESS.

EDITH MITCHELL,
July, 1921. Blackpool Branch.

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## Are the Cleaners to Subsidise the High Rentals and High Salaries Paid to Stars in the West End Theatres.

I noted with surprise the proposals put forward by the West End Managers for a reduction of wages, which I think every one of our members will agree were very drastic, and as one who was chosen to meet the West End Managers I must say I am disgusted with the methods used by the other side. Never once did they prove their case, and never once did they justify the drastic reductions they proposed. The only argument put forward to justify the reduction was the old stock guy, "Can the industry stand it?" but that does not prove their case. What I am asking for is that the West End Managers prove their case by having a public enquiry, then we can see what the industry can stand.

The members will no doubt be surprised to hear of the methods used by the other side to bring about this reduction.

We were told that here are our proposals, you can either take them or leave them, or in other words you have got to have them whether you like it or not.

Now if the representatives of the N.A.T.E. were to argue their case in this way they would be called Bolsheviks.

Now, let us examine the proposed reductions in the cleaners wages, as I have not space to go into all departments. Here we have a glaring case, where these poor women will be called upon to subsidise their employers to help to pay the high rentals and high salaries paid to Stars.

Now let me try to explain to the members in which way the cleaners will subsidise their employers. In the first place the West End Managers make no attempt to bring down the high rents paid for theatres.

The next case is that a well-known actress, who was receiving £200 a week, was asked to take a reduction in her salary. This she she refused to do. A small reduction in her salary would simply mean taking a few of her luxuries of life, but a reduction in the wages of the poor cleaners would mean taking away the necessaries of life, or in other words, it means taking away bread from their little children. Therefore I claim that if the cleaners' wages are reduced, or any other department, they are subsidising the business of their employer.

I say that it is not labour that is being overpaid, and the cause of all the trouble is high rentals and high salaries paid to Stars.

C. B. Finley.

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## A Warning to Our Members Employed in Cinemas.

If you are called upon to accept a reduction in your wages, and if you are members of this Association, please notify your L.D.S. before accepting same.

## Financial Secretary's Notes.

Collecting Stewards.—During the past month, instances of excessive issues to Stewards in various parts of the country have come to light. In one Branch alone a Steward was in possession, at one time, of one-fifth of the total stamp issues during a quarter. In another case one Steward held a third of the stamps issued to his Branch during the quarter. This is entirely wrong. No Steward requires more than one month's supply at the outside. It is easy to estimate how many stamps are likely to be required. According to Clause 11 of Rule 2, commission is payable quarterly, not every time a complete book of stamps is sold, or an account settled. Not less than 3d. should be paid as commission. A Steward selling 7s. 6d. worth of stamps would receive 3d., and not 4½d. Payment should be made at the rate of 3d. for each complete 5s. of stamps sold. No commission is payable on returned stamps. Directly a hall closes down, or the Steward ceases to work, all outstanding accounts should be settled. Stamps must not be retained in the expectation of selling them elsewhere at some future date.

* * * *

Changes of Secretaryship.—To avoid disputes as to handing over of monies and other property, a statement has been prepared for the use of old and new secretaries. Three copies are supplied, so that each official and Central Office may have one. These forms ("T") are issued from this Office.

* * * *

Unauthorised Expenditure.—Instances of payments being made from Branch monies for purposes outside the scope of our Rules are still occurring. Branch Committees should, before authorising payments of an unusual nature, consult the Rules and be prepared to defend their actions by quoting a definite Rule as their authority. There is nothing in our Rules, for instance, to warrant payment of burial grants, funeral wreaths, or allowances to the children of deceased members, not even from the Benevolent Fund. Applications are made occasionally for a benevolent grant on behalf of a deceased Member. Obviously this is not in order, as death cancels membership, and the funds are for the benefit of Members only, the only exceptions being those who belonged to the "B" Section prior to July 1st, 1920. The former Rules provided funeral benefit on the death of a Member's wife (or husband).

Branch Stationery.—It is observed that, when a new Secretary is appointed by a Branch, the retiring official hands over very little in the way of books and papers. Requests by newly-elected Secretaries have often been made for a complete outfit of stationery. This seems to indicate wasteful methods in some quarters. The official cash book, small as it is, ought to satisfy all requirements for a year, and judging by copies of minutes received, the official minute book ought to last for ever! Stationery is still an expensive item, and the principal reason for issuing free supplies from Central Office instead of allowing each Branch to purchase its own, is to take advantage of buying printed matter in large quantities. This method not only saves the retailer's profit, but also ensures uniformity in size and design. The saving is partly counterbalanced by the cost of postage. The supplies are issued free to save time and labour at both ends, which would be so much waste if items had to be charged up, paid for, and entered in books of account.

**Special to all Members.**—*In view of the complaints still being received, all Members, whether in London or elsewhere, are urged to insist upon their Branch Officers submitting all correspondence without exception, whether from Central Office or from other sources, at Branch and Branch Committee meetings. Especially is this the case in the matter of branch accounts. It is the Branch Secretary's duty to prepare a quarterly statement, and the Auditor's duty to audit it, but it should be every Member's duty to insist upon that account being properly presented to a Branch meeting. If this is not done, write to Central Office at once. Depend upon it, there is something wrong in your Branch when neither Stewards nor other Officers have supplies of stamps. These supplies are never stopped without authority of the Executive Committee. See to it that your own house is in order, and then your efforts can be directed into the proper channel, viz., the organising of the unorganised.*

## N.A.T.E. Badges.

Stocked in three varieties for buttonhole, watch-chain, or brooch.

In gilt and enamel, 6d. each.
In silver, 1s. 6d. each.
For N.A.C.O. members, 1s. each.

To be obtained from your Branch Secretary, or from Central Office.

## An Ode to Stage Hands.

When rendering Sibelius's "Valse Triste,"
Who crashes drums without cease,
And makes the air hideous with their shrieks?
The Orchestra.

Who gives out plots as clear as mud,
And when your art begins to bud,
Who "jumps" upon you with a thud?
The Stage Manager.

Who stands upon the board in state,
And with his "cues" is always late,
Who leaves all the work to his mate?
The Electrician.

If one happens to touch a chair,
Who is it nearly tears his hair,
And looks as sullen as a bear?
The Property Master.

Who, when told to focus "Nanki-Poo,"
Focuses the table saying "That'll do,"
And can't tell pink from dark blue?
The Perch Limes.

Who, in a large drawing-room scene,
Lets down garden borders green,
And lowers the curtain in the middle of a scene?
The Flymen.

Who's as slow as a policeman on his beat,
Who evidently suffers from bad feet,
And can't for toffee throw a "cleat"?
The Scene-Shifters.

Who sits upon the board so staid,
Whose art is in his name betrayed,
And thinks he knows the blooming trade?
The Assistant Electrician.

When in a black-out all serene,
Who floods the stage with a brilliant green,
And leaves his arc on at the end of a scene?
The Stage Limes.

Who, just before the overture begins,
Calls half-an-hour with a grin,
And thinks the stage belongs to him?
The Call Boy.

Who sweetly lauds his fellows art,
And flawlessly performs his part,
Whose work defies the critics dart?
Why! I don't believe I've met the gentleman.

C. Gould.

## Yorkshire & Midlands District Council.

STATEMENT OF ACCOUNT, 1/1/21 TO 24/7/21.

| RECEIPTS. | £ | s. | d. | PAYMENTS. | £ | s. | d. |
|---|---|---|---|---|---|---|---|
| To Cash raised by Council ... | 33 | 15 | 6 | By Printing ... ... ... | 3 | 5 | 0 |
| ,, ,, from Branches ... | 11 | 3 | 8 | ,, Delegates' Expenses ... | 14 | 14 | 6 |
| | | | | ,, Prizes ... ... ... | 7 | 12 | 0 |
| | | | | ,, Postage and Stationery ... | 0 | 14 | 6 |
| | | | | ,, Advertising ... ... ... | 1 | 19 | 6 |
| | | | | ,, Sundries ... ... ... | 1 | 5 | 0 |
| | | | | | 29 | 10 | 6 |
| | | | | ,, Balance in hand ... ... | 15 | 8 | 8 |
| | £44 | 19 | 2 | | £44 | 19 | 2 |

## Geo. Mitchell's Report.

Bro. Finlay's remarks in the last JOURNAL on the need of "wholehearted support of the members" could not have come at a more opportune time. Wage reductions for practically all classes of workers is taking place throughout the country, and we shall not escape unless the lukewarm and indifferent members rouse themselves up and take a more active part in their branches and branch meetings. Owing to the inactive attitude of many of the employées in our industry we have not been able to get the standard rate as high as it should have been. As pointed out in the report on the cost of living by A. Greenwood in last JOURNAL, "where a worker was getting 25s. per week pre war, he should in September 1920 be getting 72s. 3d., others pro ratio." How many of our members have gone up to that standard? I, personally, do not know of any. It is therefore all the more important that we should rouse ourselves to resist any effort by the employers to reduce wages at the present time. Not only do I appeal to the indifferent members of our Association, but to those employées who have not yet seen their way to join in with us. I wonder if these workers ever give a thought to the fact that not only are they existing on a miserable pittance but that they are drones in the hive and a hindrance to the progress, social well-being and advance not only of themselves but their fellow workers. How some managers will take all the advantage they can of our position is proved by the following notice received by the staff at one of the provincial halls, "asking all employées to have a reduction of wages down to the last basis before the increase last November, also asking for a final answer before the finish of the show." This, in spite of the fact that they were signatories to an Agreement which does not terminate till October 31st next. But as our membership was 100 per cent. we were able to resist this, and the staff were to go on at recognised rate. I do not for a moment take this as general, because I have found that the Managements generally have loyally carried out agreements entered into; also where these agreements has been arrived at there has been more harmony and co-operation in working than where they do not exist. Therefore, brothers and sisters wake up and let us see, if in the future we cannot get more ideal conditions than we have possessed in the past.

The G.S. being in Leeds on wages question I was able to be with him at the Conference. We also had one at Oldham on the following day and one at Blackpool on the Friday, and in none of the cases did the managers insist on any reduction; in the first two they were willing to extend the Agreements for another 12 months on the present terms. The Blackpool managers agreed to the present terms until October 31st. In the meantime the whole question will be discussed as part of an area agreement which will include Manchester, Liverpool, Preston, Ashton, Barrow and others, when I hope a settlement of a lasting nature will be arrived at. To my mind the coming together of representatives of employers and employées at a round table conference is one which should bring into being a closer bond of good fellowship and a better understanding between the two parties. After all the interests of both are closely bound together, and by open discussion on matters appertaining to the industry we are much more likely to get smoother working. At this Conference I am in hopes that we shall be able to get nearer a settlement of the Non-Union question, and that the Managements will agree to employ Union labour only. This will do away with much friction that now exists between the Union and Non-Union worker, and which hinders that smooth working of staffs that ought to operate in every place of amusement. This area generally is in a fine healthy condition, and credit is due to the Secretaries, Stewards and other officers who have helped to carry on during the trying period through which we have just passed, and being optimistic enough to think that we are entering on a new era and that the entertainment industry generally will again benefit by the settlement of the coal, cotton, woollen, engineering and other industries, I would ask our members once more to put forward fresh efforts to consolidate present branches, and use every endeavour to bring in those places which are not yet organised. The wise use of the power of combinations of Labour or Capital will receive public support and commendation.

## The Spirit of Progress—A Reply.

What sin has been committed in thy name? The greatest of all being the mis-education of the people. The present supineness, instability and lack of the true line of leadership of the present Labour movement —Political and Industrial—is to be found in the sameness of moral as well as economic philosophy enunciated by our Brother Carlin, and practised by the British Labour Party.

That the philosophy of Hegel (so ably refuted by Marx) should be used as a means to uplift the masses passes my comprehension.

Read history—find me one outstanding feature in the evolution of society from barbarism to the truest form of industry where the top dogs have given way to reason, and I will immediately dry up.

To think that the working class will reach a high form of society through sweet reasonableness is not born out by facts—Burns notwithstanding.

Man is impelled, like other animals, to associate in order to survive. Association, therefore, becomes to him ethically sound and right, but this idea is not taught him by philanthropists—not a bit of it! But by the pressure of conditions outside him—material conditions—his mental, religious and moral outlook are determined, not by the teachings of his betters—"BUT BY THE WAY HE GETS HIS LIVING."

Example:—Cannibalism became immoral. Why? Because the savage became more religious—not a bit of it, Brother Carlin; but because, through the development of tending cattle, etc., it paid to keep a prisoner a slave, because he now produces more than his keep.

Similar instances could be cited, and should it meet with your appro., Mr. Editor, I will again add my quota in the next issue.

But to prove yet another point of my thesis—the Change of Ideas of a Religious Character. We are fortunate in this matter, as we have an abundance of evidence.

The same savage above quoted got his living hunting, killing, wandering, etc. What was his conception of life hereafter? But one of a glorious happy hunting ground, so much so that he had the implements of the chase, also his horse, buried with him, so that all would be handy on arrival.

The old Norsemen and Viking—their conception was a glorified concert room: it symbolised their mode of pleasure after a particularly dangerous piece of piracy.

These will, however, do to show the CAUSE of the view of heaven after death.

Now, for one or two examples of the psychological correspondence between such a detail as the structure of the Church and the prevailing economic conditions.

Take the Catholic Church and Feudalism. Entrance on the part of the serf—be he vellien, cottar or borderer, into the manor of the feudal lord, ensured him of economic security. Its religious counterpart was that entrance in the Body of the Church was a guarantee of well-being after death—spiritual salvation. To go a step further. Feudalism, being agricultural, was something like this: the King, next the manorial lord, then his retinue, the base being made up of serfs of the various grades mentioned in previous paragraph.

The Catholic Church was exactly similar —the Pope, cardinals, prelates and bishops, the base again being made of the lower order of clergy from which Wycliffe, Luther, Ball, etc., sprang from.

The Protestant Church still further proves my thesis. With the growth of Individualism there rises its religious counterpart, the saving of the individual soul. Goodness can only be attained through the action of the individual—and so on right through the introspective morality of the Nonconformist conscience.

Still tracing the evolution, one could show the transition period reflected now in the various Brotherhoods and P.S.A.s—so beloved of our Labour leaders.

These few instances should, however, show that the people are moved, not by ideas (be they fine or otherwise), but by the force of economic conditions.

And for our Brother Carlin to mention Divine laws, beautiful nature, etc.—well, one wonders whether the theory of Darwinism, or of any of the survival of the fittest theories, afterwards developed by Wallace, have taught him nothing.

Nature, Brother, is red in tooth and claw, and woe betide any section or individual that does not conform to her rules—if they do not they will surely be crushed. All the various species that have become extinct have done so, because, not harmonising themselves with their environment they died. But others—"Man to wit"—by association, has survived, not because Nature was kinder, but simply by use of the telic factor he adapted himself to the things around him—houses, clothes, and other amenities of life.

Let us ignore any of the above, and we shall see Nature display her generosity—death or disease will surely follow.

Some of this will leave a nasty taste in the mouths of those who are orthodox, yet it represents only that conception of history and philosophy that can explain and justify a vigorous and intelligent working-class movement—one which must have ideas peculiar to its environment—different ideas of sex, morals, religion, industrial organisation, etc., that will harmonise with the changed conditions, not those of to-day, which are only Capitalist Ethics dressed in the Sunday cloths of a hypocritical middle-class respectability.

Rouse the workers, Bro. Carlin; don't gush over them. Don't tell the Lancashire man to feed on overweight margarine, drawing his Ll. George dole of the beauties of Nature: his most pressing need is food, and plenty of it.

Tell him plain facts; let him have the truth. He will give you the bird, most probably, but that will be because he has been lied to so often that he erroneously thinks you are doing the same. I know, Bro., having had some.

Cependent, Soyez Prudent.

W. J. Kevill,
Manchester Branch.

## Unemployment Benefit.

A report of a Conference between representatives of the N.A.T.E., V.A.F., M.U., and the A.A., and representatives of the Ministry of Labour, which took place at Queen Anne's Mansions, will appear in our next issue.

Members who are in doubt as to their rights under the Unemployment Act, and/or the National Health Insurance Act, and who, being contributors, have been refused Unemployment Benefit, should report the whole facts to the H.O.

The Subsidiary Employment Order issued by the National Health Insurance Commissioners, excluded from the benefits of the N.H.I. Act those employed for evening work only in a place of amusement. This Order was strongly opposed by the N.A.T.E. from the inception of that Act over a period of about two years, and although the Order was modified, in some respects it still remains and still excludes evening manual workers.

It has now been made known that the Ministry of Labour have adopted this Subsidiary Employment Order, and applied it to the provisions of the Unemployment Insurance Act, thus excluding those employed for evenings only in places of amusement as manual workers from contributing, or being entitled to benefit under the Unemployment Act.

This is a very serious matter, and it means that to get the benefits of the Unemployment Act for this section of our members, we must get the Subsidiary Employment Order, issued under the N.H.I. Act, withdrawn or modified.

The whole case for the Union was stated by the then General Secretary (William Johnson) in the annual report to members for 1912. If you have a copy, look it up.

## West End Theatres Agreement.

A printed copy of the new Agreement will be distributed at once. The proceedings which led up to the adoption of the new terms were as follows:—

Notice was given by the Society of West End Theatre Managers to terminate, on July 31st, the Agreement reached last Christmas, and they submitted much lower rates of pay for adoption, and some important alterations in working hours and conditions.

The case was submitted to the members concerned at a meeting held in the Holborn Empire on July 10th, and that meeting refused to accept the proposed terms.

A Negotiating Committee was appointed, consisting of Messrs. Roberts, Cannon, Wood, Johnson, Finlay, Oliver, Veitch, McCarthy, Hipwell.

Upon this Committee Mr. Cannon could not act, being in the Provinces, and Messrs. Wood and Hipwell declined.

The Negotiating Committee met the Managers at 53, Shaftesbury Avenue on Wednesday, July 27th, and Thursday, July 28th, when the whole case was discussed and certain modifications in the Managers' printed proposals secured. It was then stated that if the Union did not accept the Managers' offer, the terms would be submitted to the staff, and the staff would be informed such proposals would take effect on August 8th.

It was also agreed that Messrs. Johnson and Roberts should address the Managers at a special meeting on July 28th, respecting the continuation of the notice recommending any non-member to join the N.A.T.E.

A meeting of members was held at the New Theatre on Sunday morning, July 31st, when the Negotiating Committee reported what had transpired and the terms of the Managers' offer. Prior to this meeting the London District Committee, the Sub-E.C., and the London Branch Committees, had conferred upon the situation.

At the meeting in the New Theatre a resolution was passed offering to refer all matters in dispute to a Conciliation Board appointed under the E.N.I.C. Constitution, or by the parties, or to refer the matter to the Ministry of Labour under the Industrial Courts Act; failing agreement with Managers on these points the Union to state it could not accept responsibility for consequences if Managers carried out threat to impose their terms upon the employees.

The Managers agreed to form a Conciliation Board under E.N.I.C. rules, and the N.A.T.E. representatives were Messrs. Johnson, R. Finnigan, and Albert Whale, the Board met on Thursday, August 4th, and adjourned with the exception that the Managers would agree to abandon their new proposals and accept the Willis Award and Agreement. The Board met again the following morning, when the Managers stated they could not see their way to sign a recommendation to adopt the Willis Award and Agreement. The Board again adjourned in order that the Managers might consult their members. The N.A.T.E. representatives wrote to Mr. Albury—one of the managers on the Board—submitting three proposals, and when the Board met again on Monday, August 8th, with Mr. A. Jones deputising for Mr. Whale, a recommendation was signed which involved a reduction of from 1d. to 2d. per hour on day work and 3d. per show on show time.

This recommendation was submitted to a Conference of the London Committees and to a meeting of members at the Holborn Empire on Sunday, August 14th, when a resolution was adopted with two dissentients to accept the recommendation of the Conciliation Board and Hugh Roberts, L.D.S. was authorised to sign same for the London Branches. This decision was made known to the Managers who met on Monday, August 15th, and we are informed they have accepted the recommendation of the Conciliation Board.

The whole proceedings have been conducted in close conference with all the Committees, and have been reported to three general meetings of the members concerned.

Messrs. Roberts and Cannon were present at each meeting of the Conciliation Board, and conferred with the N.A.T.E. members of the Board before the recommendation was signed.

## National League of the Blind.

To the Branch Secretaries.

Dear Sir and Brother,

A resolution was tabled at the National Executive Meeting by the London District Committee to the effect that our members should be levied 1d. per annum on behalf of the National League of the Blind (the only Trade Union for the Blind), Club Union Buildings, Clerkenwell Road, E.C., and the Committee came to the conclusion that a voluntary effort would be much better than a compulsory levy, and I am instructed to inform you that the following Resolution was passed by the Executive Committee:—

> "That at all meetings, general or otherwise, a collection should be taken for this purpose, and the proceeds to be sent to the Head Office of the 'National League of the Blind,' under the name of the N.A.T.E., and all branches to notify the Head Office how much they send. The General Secretary to write all Branch Secretaries to this effect."

## Stage Workers' Strike.

### Wage Dispute at London Music Hall.

A strike of over 30 theatrical workers took place at the Granville Theatre of Varieties, Walham Green, on the evening of Monday, August 15, 1921.

The strikers, who were mostly stage hands and attendants, were called out by the National Association of Theatrical Employees, who, after six weeks' efforts to settle, it is stated, has failed to induce the management to put into operation the wage agreement accepted by the Independent Halls Association, to which the management of the Granville belongs.

On and from June 25 this management has reverted to the wages paid in 1919, which, it is said, reduces the wages of heads of departments by £1, bringing them down to £3 5s. a week. Day men's wages have been reduced from £3 1s. a week to £2 10s. wages of evening workers, for five hours' work a night have been brought down to 3s. 6d. per night, and women cleaners to 16s. per week, it is added.

By calling on " outside " labour to eke out the scanty number of employees left, the management was able to ring up the curtain for the first house, nearly an hour late. A large crowd soon gathered outside the theatre, to whom the strikers distributed handbills setting forth their case.

The Fulham unemployed offered their platform to the men's representatives, and a large crowd quickly gathered round.

On the doors of the hall the management placed a notice denying " the allegations circulated with reference to the wages of the staff."

" Most of the staff have been with the company for many years," it read, " and arrangements *re* wages were amicably adjusted. The Union's interference is most unjustifiable. This is a Fair House."

" There has been no settlement at all," said Councillor Hugh Roberts to a *Daily Herald* representative, in reply to the above. " The management has refused to come to terms. This is the only hall in London paying such low wages. As for our ' interference,' we have got to protect our interests."

## Newcastle Branch.

### Presentation to Neil Younger.

A very pleasing ceremony took place at a meeting of the above Branch, when our Brother, Neil Younger, was presented with a wallet and contents to celebrate his birthday.

Brother Neil Younger is about one of the oldest members of the Newcastle Branch, and a good stalwart of the N.A.T.E.

We heartily join with the Newcastle Branch Committee in wishing our Brother very many happy returns, and trust he will be spared for a good many more years to come.

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## Our Notices.

*The N.A.T.E. JOURNAL* is the official organ of the National Association of Theatrical Employees, and is conducted by the Executive Committee of the Union.

*All communications should be plainly written on one side of the paper only, must deal with subjects of general interest, and must bear the writer's signature, name of branch, and national number. Copy must be sent to the N.A.T.E. Offices, 29-31, Portugal Street, London, W.C. 2, clearly marked " Journal," before the first day of the month of issue.*

### Advertisement Rates.

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Touring members will be supplied with copies if they will keep us advised of their movements.

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VOL. I. SEPTEMBER, 1921. No. 9.

## An Organiser Wanted.

Mr. M. McKenna, who was recently appointed Organiser for the North of England District, has been required to give up that office, and the E.C. invite applications from members for the position. Applicants should state their age, if married, period of membership in N.A.T.E., experience of organising work, what offices (if any) they hold or have held in this or any other Union with testimonials from committees or persons who are acquainted with applicant's qualifications and fitness for the post of Organiser. Application should be made in writing, and reach the G.S. at C.O. on or before September 28th next.

* * * *

The Sub-E.C. have authorised E.C. Member A. E. Wright, of Middlesboro, to convene a meeting of the North of England D.C. before the E.C. meeting at end of this month.

## Notes and Comments

By "The Prompter."

The King, in reply to an address from the Archbishop of Canterbury, said: "In this country the inevitable crisis of a severe depression has brought grave burdens which it is difficult for us to bear. But history repeatedly teaches us Peace has its victories to win no less than War, and it is with enduring patience and unabating faith that we must hold to our determination *to create a happier earth.*" Will theatrical managers please note. We are wanting that happier earth, and we want it NOW.

* * * *

The Actors' Association have issued what is described as a ballot paper on the question of federation with the M.U. and the N.A.T.E. As this ballot paper requires anyone using it to write in his or her name and card number, and as a ballot usually means "a system of secret voting," it would have been better to have called it a voting paper. Used as instructed, members of the Actors' Council and other persons can ascertain how any member voted upon this question. This is important in view of a statement by a correspondent, who, writing in *The Actor* as a member of the Council, says that if the vote on federation goes against the Council's opinion, the Council will have no option but to resign. It is quite clear that the A.A. is not ready for federation with any other organisation, but the discussion thereon will help to a fuller knowledge of the question.

Among the "arguments" set out on the ballot paper against federation are, that a decision to federate will involve a loss of "perhaps" one-third of the members. That "the actor can have no part in some common trade union practices—*e.g.*, 'Ca-canny,' etc., that "there is some virtue in independance." Some nine points of this sort are mentioned as "arguments" against federating. With regard to the loss of membership, quality and the spirit of members of a trade union count but as a comparative new Union, having much to learn of the principle it has affirmed as a Trade Unions, the A.A. is wise to go slow until its members are better informed upon the rights, obligations and duties which acceptance of the Trade Union principle impose. The "Ca-canny" policy is not common, and in any case has nothing to do with the question. With regard to there being some virtue in independance, that is asserted by every non-Unionist, and used in this case is a mere debating point of no relevance, seeing that the A.A. is represented at the Trade Union Congress, and is there appealing to organised Labour to help the A.A. to do something it cannot do independantly. It is only fair to say that six "arguments" appear on the ballot paper for federation.

Since the above was written the A.A. ballot has been reported. The majority vote was against federation.

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Our ballot upon federation, and other questions, is now closed. As members know these ballot papers contain no sign unless, contrary to instructions, any member has made one which will enable anyone to identify any voter. The ballot paper was to be put in a special envelope provided for the purpose, and thus the secrecy of the vote is preserved beyond question. A report will be ready for the E.C. at its next meeting, which will take place at the end of this month.

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Members will note that the decision published in our last issue regarding the E.T.U. and the N.A.T.E.'s claim to organise operators in Scotland was not given in full. See the G.S. Report. The last paragraph in the decision relates to a letter sent by the G.S. to the C.E.A. in Scotland. Branch Committees, organisers and members generally, who have ideas upon an equitable and workable method of adjusting our relations with the E.T.U., are requested to send same to the G.S. for information of the E.C. I believe that the N.A.T.E. has made and will continue to make every effort to secure such an adjustment, but the E.T.U. so far have made our efforts of no avail. There will be peace or strife—in such matters no middle course is possible, and Trade Unions ought to be able to find a way to peace.

* * * *

My contribution to the solution is as follows:—

"The N.A.T.E. to agree to recognise the E.T.U. card held by any electrician or operator, temporarily or permanently employed in the amusement industry, for three months; if the E.T.U. member remains in the industry after that period he shall transfer to the N.A.T.E.

"The E.T.U. to agree to recognise the N.A.T.E. card held by any qualified electrician employed outside the amusement industry for three months, and if such N.A.T.E. member is still employed outside th amusement industry he shall transfer to the E.T.U.

"Each Union to agree that recognition of cards shall imply jurisdiction by the Union recognising such card, meaning by jurisdiction that such member shall act in any trade dispute as directed by the Union recognising his card.

"The N.A.T.E. to undertake to endeavour to establish within the amusement industry a rate of pay for electricians not less than the rate established outside the amusement industry in any area by the E.T.U.

"The E.T.U. to cease appealing to those employed in the amusement industry to join it, and to agree to their members now working in the amusement industry to transfer to the N.A.T.E.

"Transfers to be subject to card being clear in the Union the holder transfers out of."

* * * *

An agreement on these lines would preserve the solidarity of those organised in the amusement industry; it would protect the craft interests of the E.T.U. It would establish a fraternal unity between the two Unions in support of Trade Union principles and objects. If any one can see a better way than this to such an end of the present friction, send in to the C.O.

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I note that Mr. R. H. Gillespie, Moss Empires' chief, is off to America, and that he was recently playing cricket with the Kent Amateurs on the Rhine against H.M. Officers stationed there. We have a warm regard for Mr. Gillespie, because he keeps a straight bat in any game or line of business. He is one of those whose word one can take without keeping awake o' nights wondering some!!

* * * *

The South London Staff recently went for their outing to Hastings. I get the news, but not the date. The report says the party had a *substantial tea.* I wonder why it is that such a term is always used in these reports. That may be the cause of Promoter Bailey being "unable to acknowledge" the thanks due to everybody. South London and Hastings is some contrast, but apparently no lives were lost.

The Blackpool Branch has now reported the balance in the Emergency Fund they have raised during the past years to help members in a manner and circumstances not provided by the general rules. The reluctance previously manifested to disclose this valuable information has, I understand, been due to the fear that the local supporters might think the branch had got enough, but on the other hand, the local supporters are entitled to know what is done with the funds they helped to raise, and evidence of its prudent and beneficial use may incite the supporters to greater efforts in the future. Anyhow it is my opinion that news of this sort should be made known to every branch, so that other branches may learn how to raise such funds and how to use such funds. This brotherhood is not limited to the comparative narrow limits of the Objects and General Rules. There is wide scope in a social sense, in a sporting sense, and in a political sense, for co-operative efforts by members.

* * * *

I think every branch should raise by donations, concerts, sports, outings, and other suitable means, special funds for special purposes—these being keeping the cards of men out of work clear, augmenting the benefits provided by the Union, helping in circumstances for which the Union makes no provision, helping the Labour movement in their town, which the E.C. may not be able to help, advance railway fares to members who have employment to go to, loans to meet cases of dire necessity, furnishing, renting, or building premises for the branch meetings. This fund must, of course, go through the Union books, be part of its assets, but, I feel sure, the E.C. will, as long as such funds are honestly and properly used, not interfere in their use. The provision is an additional check and safeguard necessary in the interests of the branch members and supporters. The branch would, naturally, be the best judge of the fitness for help of those who applied for help from the Branch Emergency Fund.

* * * *

Our women members ought to have a page or two in this Journal for their own special views, and knowing the Editor—of this issue—I am sure he will be only too glad (if he keeps the job) to assist and encourage our women members to write for the Journal. I might also suggest to Branch Committees that they should always arrange for a meeting place that is a suitable one for women members to meet in. Any branch which now meets in a public house, even if it has a separate entrance, ought to select some other place. I feel sure that more meetings could be held in schoolrooms, in town halls, and on Sundays in picture theatres, or in Trades and Labour Council meeting places, and even in large rooms, belonging to Trade Union offices or Labour Party offices than is now customary. The more comfortable the meeting place the better the attendance.

* * * *

Getting Out.—This question has, I understand, been brought before each District Council with a view of setting up a standard scale for all the branches within the area of each district. Will each district report to the C.O. what progress has been made in this matter. When a scale has been submitted to and approved by the E.C., it will be published in this Journal and a copy supplied to the Touring Managers' Association.

* * * *

There is some friction in one District Council area owing to a difference of opinion as to the number of representatives a branch should send to the District Council meetings. It should be borne in mind that a District Council is a strictly business meeting, and not the occasion for an “ outing,” or for an excursion from one town to another. It must also be borne in mind that Union money is being used to defray the cost of these meetings. I have heard of a branch with a small membership sending three or four representatives. The District Councils have been set up to co-ordinate the efforts of the branches within the area, to learn what each branch is doing in its own area, so that all the branches may know where we make progress and where we get a setback, and why; to inform one another about travelling non-members, and upon the conduct of any touring company management. The meetings should be held in the most accessible town in the area, except when an organising meeting is to be held to liven things up in another town. The time of the meeting should be fixed so as to enable representatives to leave home and return the same day to avoid avoidable expense. The bye-laws of the Council should state what the representation of each branch should be, and every branch should be represented whatever its membership; the smallest because they have most to learn and need encouragement; the largest because they know the most and can help the most. I think two should be the maximum and one the minimum from any branch, but this should depend upon the number of branches in the area, so that there shall be at least 10 and not more than 20 members of a District Council. Any official of any branch not appointed on the D.C. being allowed to attend at his own expense, but not to take part in the proceedings except by permission of the D.C. Who rises to speak on this subject?

## The Granville Music Hall Dispute.

*(Dedicated, without permission, to the Granville Board of Directors.)*

Copyright applied for in all English-speaking Countries.

[*An Ode, comprising seventeen verses, has been sent to us for publication. Consideration of space compels us to omit some of the verses. We are obliged to the author, J. F. Collins, for this contribution.*—Ed.]

The Granville is a music hall
Down at Walham Green,
Where a battle is now raging—
The finest ever seen.

The Trades Council and Unemployed
Have passed some resolutions,
Which gave the Directors nasty shocks,
To their constitutions.

The Chairman of the Board of Directors,
Is a man by the name of Hailes;
A provision merchant, by the way,
Who grumbles about the sales.

This very gentleman, I am told—
(But it is only what they say)—
Gave the staff a turkey each,
For dinner on Christmas Day.

For this statement I cannot vouch,
As it is only what I've heard;
But it appears to me that even now
He still gives them the "bird."

Our G.S. spoke at one meeting,
When a splendid crowd encored,
And they saw the justice of our cause
When the mighty Cannon roared.

Our L.D.S. then delivered a speech,
In accents bold and free;
And his words were heartily endorsed
By the boys of the L.D.C.

## Dispute at the Granville Music Hall, Walham Green, London.

This dispute is being vigorously conducted on behalf of the N.A.T.E., and we are confident our members will win, whether it be next week or next year, as the whole resources of the London District will be utilised for as long as may be necessary.

The facts are as follows:—

In 1907, consequent upon a dispute, an Arbitrator was appointed by the Board of Trade (Mr. George Askwith, K.C.). An Award was given which applied to all Theatres of Variety in Great Britain.

The 1907 Award was amended in 1916.

Another Award was issued in 1917.

The Granville Theatre Company belong to the Independent Halls Association (the present Manager was one time Secretary of that Association). In 1919 the Independent Halls and all its members entered into a separate and special Agreement.

The 1919 Agreement took effect on February 4th, 1919, and was *Signed by Cornelius Hailies* and *Arthur W. Bray* on behalf of the Granville Board of Directors, and it was delivered to the Union by the then Secretary of the Independent Halls.

The first Agreement in 1919 was revised, and the alterations took effect on March 31st, 1919, and the Revised Agreement was signed by Mr. James McCarthy, still Manager of this hall.

The second 1919 Agreement was revised, and the Revised Agreement took effect in March, 1920, and this Revised Agreement was signed by Mr. James McCarthy for the Granville Board of Directors and the Independent Halls Association.

*The 1920 Agreement came up for revision in July last and was again revised as a result of negotiations with representatives of the Independent Halls Association, all of whose members have accepted the revised terms EXCEPT the Granville Theatre. The Independent Halls Association have notified the Union that the action of the Granville Theatre is not sanctioned by that Association.*

The Independent Halls Association is represented upon the Entertainment National Industry Council (Chairman, Sir Oswald Stoll), and the Granville Theatre Company through its membership of the Independent Halls Association is pledged to refer all matters in dispute (which the parties are unable to settle by direct negotiations) to the Conciliation Board set up by the Entertainment National Industry Council.

The Granville Theatre Company were asked to adopt the Agreement sanctioned by their Association. They were asked to see the Secretary of the London District Committee of the Union. They were asked to refer the matter to the Entertainment Industry Council and have not accepted any of these invitations.

The Granville Theatre Company imposed the reduced rates of pay by a notice which amounted to a threat of dismissal of any employee who would not accept the reductions.

As is well known the present cost of living (food items) is now 126 per cent. above the pre-war cost and the highest rate provided by any Agreement since 1914 in no case gave an increase equal to the increased cost of living.

*The reductions have been imposed at the Granville in defiance of the judgment of their brother Managers, members of their own Association. The reduced rates are lower than is paid in any other Variety Theatre in the Metropolitan area.*

The Union, having exhausted all possible means of friendly and impartial forms of mediation, had no alternative but to support its members in refusing to continue working for these low wages.

C. B. Finlay, London Organiser, who is in charge of the local arrangements regarding pickets, billing, meetings, boardmen, etc., sends us a brief report as follows:—

The Dispute Committee arranged for a van to parade the streets, in which children were given free rides, and they sang heartily a chorus inviting a boycott of the hall. Open-air meetings are held every evening at Fieffe Road, Walham Green. So far we have had an abundance of good speakers. Bills are being distributed from door to door. The local Press is giving both sides a good show, but we have the facts.

Some of the blacklegs have been imported from Battersea and Putney.

Brother Finlay points out that this dispute concerns all London members. " Each for all and all for each " is the N.A.T.E. motto, and any member who has a day off is invited to give a few hours on the field with Finlay. Will Cinema members please note? Every member who has relatives or friends in the Walham Green and District is urged to persuade them to help by distributing bills and by refraining from going into this hall during the dispute.

Finlay wishes members at theatres usually visited by him to know why he has not called upon them recently.

Hugh Roberts, L.D.S., is speaking almost every night, and is keeping the pickets well supplied with up-to-date handbills. He has circularised every Labour Organisation in the area, inviting same to pass a resolution condemning the conduct of the Management.

The Dispute Committee are working in close co-operation with the L.D.C. and the Sub-E.C. All goes well.

* * * *

Some dozen different handbills have been issued, sample below shows a humorous arrangement of the titles of West End plays:—

Can you expect a *Legion of Honour* if you patronise this hall during the dispute? *The Old Nest* of Directors are on *The Edge O' Beyond* through suffering from *Pins and Needles* because the *Naughty Naughty* staff want this as well as *John Bull's Other Island* to be a land fit for hero's to live in.

We are *Out to Win* fair wages. *Threads* of our case can be obtained if you *Ring Up* Holborn 1305. Don't ask for *The Wrong Number*. *The Trump Card* is your help. *The Knave of Diamonds* held by *My Nieces*.

You can see *Mutt and Jeff* plays *Skittles* at *The Peep Show*, or watch *Christopher Sly*. *The Love Thief*, after a *Bill of Divorcement* through *Ambrose Applejohn's Adventure* with *Sybil* and *Abraham Lincoln* with the *Naughty Princess*, who were caught watching a fight between *Bull Dog Drummond* and *Puss, Puss* in *Quality Street*.

*The Co-optimists* have a *League of Notions* for amusing the *Public*, and there is *The Beggars Opera* and *Paddy the Next Best Thing*. If the above Shows don't suit, see *Woman to Woman*, or man to man. Go *Way Down East* and see *Carl Rosa's Opera Co.*, but let the *Sign on the Door* be *Keep Away from the Granville* until the dispute is settled. *Support Fair Houses*.

* * * *

We hear that the " Granville " Directors opened their board meeting with two well-known hymns. One is " Rescue the Perishing," and the other is, " O, what will the harvest be? "

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It would be interesting to know what has been the result of their harvest the last three weeks.

## Report of Deputation arranged by the E.N.I.C. to the Ministry of Labour re the Position of Members under the Unemployment Act on July 11th.

The Deputation consisted of J. B. Williams (Musicians' Union), A. Lugg (Actors' Association), A. Voyce and M. Bailey (Variety Artists' Federation), Terence Cannon and H. Roberts (National Association Theatrical Employées).

Mr. Williams stated the case first on behalf of the Musicians. He asked the Minister of Labour representative whether £250 was the limit; whether Unemployment part of the Act followed the Health part; whether the qualifying hours was still 28½ hours.

He cited the position of the Musicians: if they added in rehearsals of 2½ hours to the performance time the weekly total would be in excess of 28½ hours, thereby musicians who were not paid at the rate of £250 would come within the scope of the Act.

He quoted cases where musicians, who had their cards fully paid up when registering at the Exchange, were told that as they were musicians there was no benefit for them, but they could register as clerks and be entitled. He objected to this method. Either they are insurable as musicians or not; he wanted a reply for the benefit of all concerned. If they are compelled to contribute they should be entitled to draw the benefits.

Another case at Edinburgh. Owing to general unemployment several members formed a band at a certain pleasure ground, where no charge for admittance was made; collections were made, but at the end of the week the shareout did not equal the amount paid out as unemployment benefit. Would such persons be eligible to receive benefit?

Other cases at Reading. Certain of their members who had pupils, which in his estimation was a subsidary occupation, while they were unemployed from their usual occupation, were they entitled to unemployment benefit while carrying out their obligation to the pupils?

He did not want to be rude and say harsh things against the Act and its administration, but in reading correspondence from the members of his Organisation he must endorse their remarks and say it was almost a swindle, as the Act was managed at present.

Replies given to the three points raised by J. B. Wiliams:—

(1) £250 is the limit before a person is lifted out of the Act. The Unemployment follows the Health, where the latter is compulsory, but in cases where a person becomes a voluntary contributor to the Health Section, no one can become a voluntary contributor to the Unemployment Section, and if they contribute to the Act they are clearly entitled to benefit.

(2) Re those members who had formed a band and made collections, under the Act it is clearly defined as a remunerative occupation, however small it may be, therefore no help can be given. If it was a subsidary occupation (which under the terms as explained by Mr. Wiliams, it was not) then they would be entitled to place their expenses against their receipts with a view of bringing their income within the scope of the Act.

(3) Re teaching of pupils. If the musician was accustomed to receive pupils, it becomes part of his usual occupation, and for the day or days he was giving instruction to the pupils if his earnings for that day was 2s. 4d. and upwards, he would not be entitled to benefit for those days. Earnings to be apportioned for each day or each lesson, as remuneration for the day. Mr. Williams asked whether that would apply to a musician who in ordinary circumstances did not take pupils, but being unemployed he takes pupils. Reply given, that in that case taking pupils becomes a subsidary employment, and thereby is entitled to unemployment benefit if his earnings per week does not exceed £1.

Mr. Roberts asked a question on this point. Reply was, that in all subsidary occupations the earnings, if not exceeding £1, benefit was payable.

Mr. Lugg stated that his main question had been replied to, that is, when compelled to pay they are entitled to benefit, but the unfortunate part was that there were different ideas at Labour Exchanges; Local Committees gave various interpretations of the Act, whether actors and actresses were insurable although in the same category as the musicians, also a great deal was based upon the contribution paid, as per Part 3 of the March Act. The profession, subject to remuneration received, becomes nominally an Insured Trade.

He pointed out the treatment generally tendered to actors and actresses at the Exchanges. As soon as they stated what they were they were told either they were not entitled to benefit, or they were registered as clerks, etc. He realised that the Exchanges had no opportunity of bringing the actors and actresses in contact with the Managers; at the same time he wanted to bring before the Ministry how the Exchanges were undercutting the actors by supplying crowds, in most cases at a very low rate, keeping legitimate artists unemployed. The Exchanges by this method were encouraging unemployment instead of relieving it. These things pointed to the great need of a Central Bureau for the profession. The Provincial and Touring Managers made London their clearing house, as regards engaging their artists. He also pointed out that if they had registered as clerks, an occupation they were unqualified for, it was detrimental to the Exchange, if actors were sent to be so employed.

*Replies Given.*

(1) Re No. 3 March Act. Anyone who had been employed in what is now an insurable trade for 20 weeks from January 1st, 1920, and the present time, so long as they were now compulsory contributors, they were entitled to benefit.

(2) A branch of special Bureau is now under consideration.

(3) If they had been advised to register as clerks, and they should be sent to an occupation which was unsuitable, they could, if the benefit was stopped for refusing such work, make an application to the Local Committee, and if unsuccessful to the Court of Referees and then to the Umpire.

Messrs. Voyce and Bailey endorsed all Mr. Lugg had stated, as their members were treated in the same way. They referred to legal actions and penalties inflicted upon their members for not contributing to the Act, yet these were denied benefit when unemployed. They were afraid that not until there had been established a bureau for the profession, or a representative appointed who knew the profession and its difficult problems, nothing very satisfactory would be accomplished. A large number of these members are classed as outside the Act, but when commission, railway fares and expenses are deducted, their actual earnings are very much below the figure quoted in the Act.

Mr. H. Roberts, on behalf of the employées, supported by Terence Cannon, General Secretary, stated that in view of the replies already given to questions concerning those employed in the entertainment industry, especially the employees, could the Ministry reconcile those replies with what is actually taking place almost daily at the Exchanges. He did not intend to be quite so polite as Mr. Williams, he was going to be frank and state from personal experience, as well as from the vast evidence that arrived in the office, that the Act was a swindle. At the advent of the Act, he had taken an active part in expressing publicly what he believed to be the benefits that would accrue out of the Act. The administration of the Act was disappointing. He quoted cases and read correspondence where the local Committee had definitely stated that theatrical employees were not entitled to receive any benefit. He would like an explanation as to what part of the Act gave that view, neither Clauses 9 or 10 of the Summary excluded our members. What we term part time workers (which unfortunately were the most affected) were not what the Ministry would term part time workers, therefore the Subsidary Clause did not justify itself as far as these were concerned. Although they were termed part time workers they were in reality full time, or permanently employed, as per the Act, as theyare employed each evening, thereby from that aspect they were insurable. The period of time per week as per our agreements was 30 hours and upwards per week. Another point makes them insurable. These men, had it not been for the slump in the business, would be fully occupied on day work as well. What we want to know is, when they have finished their part time work as well and become fully employed, on what grounds does the Act bar them from benefit under Clause 10? Several cases quoted. A dresser fully employed at the theatre was compelled to pay, but was refused benefit, although this member had, during the war, worked at the Arsenal and for that period her card was fully stamped, that fact had also been ignored.

Another case of 4 stage hands. They were told that if they wanted benefit they would have to register as labourers. What was wanted was honesty, even in terms.

Cleaners have been refused on the same grounds.

Then he came to the point on which he had raised the question previously. Persons who usually followed other occupations become unemployed as far as that occupation was concerned, would come into our industry, and to them it would become subsidary occupation, they could earn up to £1 per week and still be entitled to draw benefit.

Part time workers are greatly handicapped owing to the fact that the managers are not prepared to bear their portion of the Insurance, both Health and Unemployment. If our members produce their cards they are not employed. The managers look for other men who are employed elsewhere during the day and have their cards already stamped, and they are given the preference so that the manager can evade his share, to the detriment of our members. The Act is very unfair, either our members must be lifted out of the Act entirely, or the manager must be compelled to purchase stamps for all employées regardless of whether they have been stamped by another employer or not.

The Ministry have been asked to grant an exemption certificate but like all other communications, no reply has been received.

If our members are not entitled to benefit then they are not insurable. What steps can be taken to secure the refund of the money already subscribed?

That morning he had actually received a reply to a letter sent on June 12th, which conveyed the information that part time in or about a theatre, music hall or other place of entertainment as check-takers, dressers, flymen, linkmen, money-takers, property men, stage hands, ushers, bar attendants, janitors and programme sellers were in the excepted trades. What part of the Act gave them the power to make that classification.

When a case is before the Court of Referees or the Umpire, the employée is called but not the employer, and the employer can state anything he likes upon the inquiry form without being compelled to substantiate his statements, which very often contains a charge, either a small or a very grave degree. Whichever it may be, far more consideration is given to the statement than to any explanation of the employée. The odds are under the present form of administration that the employée will not only lose his or her benefit but his or her character as well. If the statement can be verified, make it compulsory that the employer should attend. We do not acquiesce in any wrong action by our members; we deal with them when there is occasion for it.

He quoted cases where serious charges of theft were made, other charges of insolence and disobedience. When tackled there was no one outside the Court of Referees who would entertain such statements.

*Replies Given.*

(1) The Act does not allow for dual stamping, and as far as these part time employées their position was like all others. Unemployment followed the Health part, and it would be advisable to interview the Ministry of Health, and if they decide upon the insurable point and adopt some measure, then the Ministry of Labour will follow. As far as the refund of contributions paid in error, a claim should be made on Form U.I.A. 56, at the Exchange. The employée can claim his or her share, or in conjunction with the employer claim the whole.

(2) The classification comes through an order by virtue of the Act.

(3) Under the Act an employer cannot be compelled to attend a Court of Referees. If that was introduced the same measure of justice to the Act could not be secured as by the present method of confidential statements.

A vote of thanks to the officials for their explanation terminated the sitting.

It was decided to approach the Ministry of Health on the matter, for further information.

We regret that some Branch Reports and some Organisers' Reports, are excluded from this issue owing to pressure on our space, and some of these reports reaching us too late.—EDITOR.

Two of the leading officials of the E.T.U. have now decided that the managerial side of the business is more profitable than an organising job.

* * * *

It is said that the loss of the two Muirs is a total loss, and one which the E.T.U. deplores.

## N.A.T.E. Badges.

Stocked in three varieties for buttonhole, watch-chain, or brooch.

In gilt and enamel, 6d. each.
In silver, 1s. 6d. each.
For N.A.C.O. members, 1s. each.

To be obtained from your Branch Secretary, or from Central Office.

## Notes by the Editor.

It is, perhaps, well to make known to members that this Journal has not had a "regular" Editor.

The Journal has been prepared for the printers by one or more of the members of the E.C. or General Office Staff, with the occasional assistance of the Press Committee, who are finally responsible for what appears in the Journal. In short, those who have helped, from time to time, in "getting out" the Journal, have done it as a casual sort of job. The present, nominal, Editor, was responsible for the Editor's Notes in the April, May and June issues.

In our opinion, the Journal should give more news about the work of the branches and Organisers, and not necessarily of speeches at meetings or to non-members, or of essays upon questions quite outside the scope of our work. The members want to know what the Union is doing; why it fails to do anything it sets out to do; how to accomplish all its objects; how to make the Union of more value to members; how to make the Journal of more use to members. If these purposes are the real and only useful purposes of the Journal, better selection of the matter appearing in it must be made, and the sort of copy we want for it must be supplied. Its news service must be better organised.

We need the fullest and freest expression of opinion from members who think about questions of importance to the Union, and the correspondence column is open to any of them who will take the trouble to write a statement of their views.

We draw attention to our Notes in the May issue (page 74), and urge Organisers, Branch Secretaries and other Officers, to assist us in making the Journal what it ought to be—interesting and informing to the rank and file.

We would like the Organisers to write their reports with more care, and to leave a margin on each side of each sheet of paper. The sort of report we require is the sort supplied by the G.S. for this issue. The members want to know where the Organisers go during the month, and what they do at each town or Theatre they visit. Complaints about the apathy of members and non-members don't convey anything new.

### Performers and Staff.

It is of the greatest importance that all the Unions connected with the amusement industry should try to understand each other's methods and objects, and respect each other's rights and needs.

Distrust is provocative of distrust. Censure, founded only on distrust and misapprehensions, arouses a desire to retaliate in kind; a desire too often gratified, and so ill-will grows and destroys fellowship. Unless the spirit of fellowship animates Trade Unionists, what hope is there of the Trade Union movement succeeding in raising the standard of life for the working class: of making it a real power in the reconstruction of our economic and commercial systems?

* * * *

Our industry is like no other industry. The variations in remuneration far exceed those in any other occupation. These variations are used to imply that the economic interests of the four amusement industry Unions make co-operation between them impossible. It is certain that this assumed conflict of economic interest has created distrust between them.

It does not seem to be sufficiently realised that these variations in remuneration are a part of the economic system under which each of the four sections work and respectively organise. Some members of the N.A.T.E., by virtue of their special skill, experience and responsibility, are paid above other members holding similar positions.

In the V.A.F. these variations are more startling and conspicuous. One may see, on the same Bill, members of the V.A.F. paid from £10 to £300 or more per week. There is as much conflict of economic interest between the lower paid and the higher paid members of the V.A.F. as there is between its members and those of the other Unions. In many cases the lower paid member of the V.A.F. will never get a higher salary than is now paid. Yet the £10 artistes and the £300 artistes combine for what they believe to be their mutual benefit.

* * * *

We have no doubt, however, that some of the lower paid artistes do realise that the revenue of the industry is not fairly distributed. We have no doubt but that some of them feel the high salaries of the star artistes are not so much the reward of intrinsic personal merit as a competitive price due to the scarcity of star artistes, and that if the supply of stars were greater the price of each would be less. Whatever the salary of a star artiste was, or is, it is to be assumed he is what he is as a personality, artistic ability does not increase with the salary.

* * * *

The amusement industry is a replica of society as a whole. There is within it needlessly underpaid people and needlessly overpaid people—all members of Trade Unions.

The V.A.F. as a Trade Union should recognise these facts. It should welcome and support efforts to secure a fairer distribution of the revenue of the industry, even if it meant, as it must mean, higher wages for the staff, musicians, many artistes and actors, and even if it meant, as it must mean, less for those now paid excessive salaries. No one can justify salaries of £100, £200, £300 and more per week for individual artistes so long as there remains this mass of underpaid people—staff, musicians, artistes and actors—employed in the industry, any more than one can justify a state of society which allows a few persons to amass enormous fortunes while the great mass of the people are paid a mere subsistence wage.

* * * *

The V.A.F. should consider the facts. It may be in the Trade Union movement, but it will never be of it so long as it refrains from helping, so long as it distrusts the other Unions who, in the interest of our common humanity and of justice, seek to modify and remove these inequalities—inequalities which also afflict members of the V.A.F.

The removal of unjust economic conditions is the main purpose of the Trade Union movement, and to the achievement of that purpose the V.A.F. has not yet contributed, although it, annually, invites the assistance of the Trade Union movement to achieve its own purposes.

* * * *

We urge the V.A.F. to play the part of a Trade Union in the reconstruction of our industry. The ability and influence of its members enable it, if they are willing, to play a great part. Its highly paid members cannot possibly approve conditions now, of necessity, imposed upon a large number of its own members, and upon almost the whole of the staff and musicians.

A spirit which begrudges the wretchedly-paid members of the staff better conditions of life is unworthy of men and women desiring justice, and such a begrudging spirit in any Trade Unionist is too pitiful for words.

* * * *

In *The Performer* of Sept. 8th, there is a very interesting paragraph headed " Money that doesn't Talk," in which comment is made on how certain artistes secure engagements with certain proprietors.

We imagine that proprietors who read the paragraph will feel justified in bringing it to the notice of their booking managers. The practice referred to—if it exists—ought to be abolished. We wonder why the V.A.F. has refrained from dealing with the whole system of agency work and agency fees.

We venture to draw the attention of " Artifedera," another interesting contributor to *The Performer*, to the following very wise observation in the paragraph, " Money that doesn't Talk ":—

> " So many are eager to make a general charge; we are waiting for the man who is willing to state a particular case fact—and prove it."

" Artifedera." in the same issue of *The Performer*, made some general charges against stage hands of a nature and in relation to which the V.A.F. has on more than one occasion been invited to state " a particular fact." All the questions raised by " Artifedera " were dealt with in an agreement between the V.A.F. and the N.A.T.E., Mr. Fred Russell at that time being the chairman of the V.A.F. This agreement was afterwards repudiated by the V.A.F., and no attempt was made by it to secure a fresh agreement. If there be such widespread and constant friction between artistes and staff, every Saturday night, as alleged by " Artifedera," why does the V.A.F. not state its members' grievances, and try to get them remedied?

* * * *

We do not know what the rights of the Artistes are under their contracts with managers, but we do know what the rights of the staff are, and we beg to point out to " Artifedera " that the evening staff is engaged to *use* only, to set and strike the scenery and operate the lights required during a performance. He will find that point covered in the 1907 award. He will find it, so far as London is concerned, recognised by ancient custom and by all agreements with employers. It is NOT part of the stagehand or flyman's duty to take down any hanging stuff belonging to artistes, or to remove it from the stage *during* a performance. If (to oblige an artiste who wishes to catch a train immediately after he finishes his turn on a Saturday night) employees during such intervals as they have while the Show is on, do lower and take out his stuff instead of waiting until the end of the Show, that is a matter for arrangement between the parties. The employees are within their rights in refusing to sacrifice their interval time between the turns to lower or take out any cloths or scenery belonging to artistes. No one would, or could, object to the artiste doing his own baggage work if he wants to do it.

In any case it would be better for "Artifedera" to state a definite case, prove it to the satisfaction of the V.A.F., and for its Committee to lodge the complaint with the N.A.T.E.

So far as we can judge we are glad to say the relations between the artistes and staff are on the whole quite friendly.

## General Secretary's Report.

On Monday, 8th August, I left London for Glasgow, accompanied by Brother Muir.

On Tuesday, Brother Muir, Carlin and myself attended the offices of the Parliamentary Committee of the Scottish Trades Union Congress for the purpose of presenting our answer to the complaint made against us by the E.T.U. The meeting lasted from 2.30 p.m. until 6 p.m. The Chairman called upon Mr. Higgins to open the case for the E.T.U., whose statement occupied about twenty minutes. In reply I gave a general survey of the position of the N.A.T.E. since its inception, and of the N.A.C.O. Brother Muir dealt with the technical side of the operators' business. The Parliamentary Committee cross-examined both the E.T.U. and ourselves on various points, the discussion at times becoming very heated, until the Chairman called upon Councillor Higgins, of the E.T.U., to close the debate for his side, and asked me to wind up the debate for our side. We then left the offices of the Parliamentary Committee on the understanding that I was to call the next day at 11.30 a.m. for the Committee's decision. On Wednesday I was given the decision of the Committee, which is as follows:—

> "The Parliamentary Committee, having heard the evidence of the N.A.T.E. and the E.T.U., expresses the view that meanwhile each organisation should retain its own members, but is of the opinion that the N.A.T.E. is the proper body to cater for cinema operators. Further, the P.C. recommends that for the future a system, to be submitted to the P.C., should be devised to provide for exchange of membership between both bodies.
>
> "That this P.C. deprecates the action of the N.A.T.E. in circularising the employers in regard to a dispute between the E.T.U. and the N.A.T.E."

I left Glasgow by the 1 o'clock train, and arrived at Newcastle at ten minutes to five, being met at the train by Brother McKenna. I informed him that I had come to Newcastle for the purpose of making investigation into the charges that had been made against him. I went to the Empire, Newcastle, where I saw Mr. Fountain, of Moss Empires, Acting Manager *pro tem*, and secured the use of the hall after the Show for a meeting. At the end of the Show I met the Newcastle Branch Committee, Brother McKenna being in attendance. We went into the complaints made against Brother McKenna and, as far as Newcastle was concerned, he admitted all the facts; but he gave me and the Newcastle Branch Committee the impression that he would be able to clear himself in so far as South Shields and West Hartlepool were concerned, and suggested that I should accompany him to the places mentioned on the next day. The Newcastle Committee asked me if they could send two members of their Committee as witnesses to the investigation, and as I felt that the Executive Committee were wanting a thorough and impartial investigation, I agreed. They appointed the President (Brother Gosling) and the Assistant Secretary (Brother Wilmot). The meeting terminated at 1.35 a.m.

On Thursday we caught the 10 a.m. train to West Hartlepool. We found that the charges were absolutely true, and I paid debts to the amount of £1 13s. to clear the Association's name, on the understanding that Brother McKenna was prepared to have this deducted from his salary. A receipt for same has been handed to the Financial Secretary. I proceeded from West Hartlepool to South Shields, where we made enquiry as to his conduct there. I found that he had certainly neglected the place, and that when he went there he only went to see a pal, and did not see the Secretary. I then returned to Newcastle, arriving at 11.40 p.m.

On Friday I met the Newcastle Branch Committee after the Show at the Theatre Royal, which the Manager, Mr. Whitehead, kindly placed at our disposal. Whilst waiting for the evening to come along, I interviewed several non-members who were heads of departments at the Theatre Royal, one being one of our old friends, Bob Ryno, who has promised, along with the Stage Manager, to fill up forms.

At the evening meeting the result of our enquiries was reported. The Committee asked what was the position created by the fact that McKenna had admitted his guilt. I informed them that my instructions were that, in the event of Mr. McKenna being proved guilty of the charges, I was to suspend him forthwith. This instruction I carried out. The meeting terminated at 1 a.m.

On Saturday I left Newcastle on the 10 a.m. train for Huddersfield, arriving there at 2 p.m. I proceeded to make enquiries round the town as to our strength. I visited the Hippodrome, Theatre Royal, and the Palace. They were pleased to see me, and extended me a very cordial welcome. On Sunday I attended a meeting of the Branch Committee at 11 a.m. at the Palace Theatre, as they wanted to ask me some questions regarding the accounts. I gave them all the information I could, and they seemed well satisfied with it. This meeting terminated at 1.40 p.m. At 6 p.m. I attended a General Meeting of the members held at the Zetland Hotel, there being present representatives from Halifax, Leeds, and Castleford. It was a very enthusiastic meeting, and I believe that my visit to Huddersfield had done a great deal of good. A collection was taken for the blind, realising one guinea. The meeting terminated at 8.50.

On Monday, 15th August, I returned to London.

By the instruction of the National Executive, Brothers Muir (London Organiser), O'Brien (South Wales and West of England Organiser), and myself, will be in Cardiff for the Trades' Union Congress, commencing on 5th September, where I am to move the following resolution:—

> "That this Congress strongly approves and recommends all affiliated Unions to support the efforts of the Actors' Association, Variety Artistes' Federation, Amalgamated Musicians' Union, and the National Association of Theatrical Employees to Unionise every place of amusement in the United Kingdom. To secure the desired effect we urge upon the General Council of the Trades Union Congress to immediately approach the National Labour Party and local Trades Councils with a view of obtaining the full support of Labour representatives upon all municipal bodies in opposing the licensing of any manager who engages direct, or through other agencies, and companies who pay less than the standard rates as agreed by the Managers' Association and the Trades Unions catering for the Actors, Artistes, Musicians and Staffs."

The T.U. Congress unanimously adopted this resolution on September 7th.

## Financial Secretary's Notes.

Membership of Benefit Sections.—It has been necessary to advise Branch Secretaries that applications for membership of Sections " B " and " C " are classified as " A " if incomplete. New members are now being informed of this fact, and offered an opportunity of joining the Section for which they applied. The usual omissions are: (1) Neglecting to answer the question on the application form regarding state of health in the case of Section " B "; and (2) neglecting to supply a medical certificate in the case of Section " C." Only male members under 40 years of age may join " C," whereas there are no limitations in age or sex for " B."

Trouble has also occurred through old members who applied for " B " Section under former rules, and were put in " A " Section owing to certain information not being supplied, paying the " B " weekly contribution under the impression that they were in that Section. Branch Secretaries have assisted in this misunderstanding by continually issuing quarterly cards marked with the wrong Section. It is to be feared that some members have tried to transfer from one Section to another improperly. The trade members, finding the Funeral Section a good investment for an extra penny a week, have imagined themselves " B " members merely by paying the difference in contributions, quite overlooking the probability of not being qualified for that Section. Likewise Funeral Section members, finding that the extra penny mounts up when arrears accumulate, try to evade payment by dropping into " A " Section, without troubling formally to transfer as required by Clause 5 of Rule 12. These matters are important, as exact benefit returns of contributions paid and membership affected depend upon correct procedure.

* * * *

Lost Stamps.—At their meeting of 18th August, the Sub-Executive Committee passed a resolution reiterating Clause 1 of Rule 10, in which occurs the following: "The value of stamps on lost cards shall not be counted as payment of contributions." The Committee extended this to cases of stamps lost by Collecting Stewards and Branch Secretaries.

* * * *

Branch Accounts.—Any member who has not seen a copy of his Branch's last quarterly statement, certified by Central Office as correct, should apply to his Branch Secretary.

* * * *

Collecting Stewards' Receipts.—Every Steward must see that he is supplied with printed instructions (Form D) upon taking up his duties, and a voucher (Form C) with each issue of stamps, for which he must sign. Upon settlement he should insist upon a official printed receipt, and he should retain it as proof of payment.

* * * *

General Financial Policy.—In the August issue appeared a letter from W. H. Smith, in which reference was made to finance, with the suggestion that he "liked to see money well spent." Surely, Bro. Smith, money spent on trade movements, wage negotiations, and propaganda work, *is* well spent. Look at the back page of your Journal—nine Organisers always at work, and still one area not touched except by stray visits from London. The railway companies don't give the Organisers free travelling, neither do the hotel proprietors board them for nothing. Often an Organiser has to put up at an expensive place, because the Branch has wired for his immediate services, but leaves it to him to find out where he can get a bed. So our friend makes the round until he finds a place close upon midnight, which leaves him delightfully fresh and lively for the next day's business, which may commence early. Now trace the democratic chain back a few links. Who appointed these men? The Executive Committee, carrying out delegate meeting instructions. Who authorised the policy? You, Brother Smith! Not individually, perhaps, but the responsibility is a collective one which you share, and this is how you did it. You had opportunities of attending branch meetings at which your representative to that delegate meeting should have been instructed. If he was given a free hand, then it was your duty to assist in picking the best man. As a delegate he sanctioned the appointment of Organisers. The official report says nothing about the terms of appointment or the probable cost. That point rested with the delegates. In 1920 organising cost us over £1,600. In 1921 it may cost us three times as much. In 1922 your representative will be given a chance to review that matter at the Special Delegate Meeting. If every member were, as he should be, a voluntary organiser of the unorganised, we should still need Organisers. As it is, few members make a new member off their own bats, the present Organisers are badly overworked and their energies partially wasted in doing trifling jobs any intelligent member could do for himself. Bro. Smith will agree to the truism that the Labour Movement exists, not by money, but by service, yet the E.C. are always faced by demands for financial benefits for which the members demanding have never contributed. Now, even the Trade Unionist cannot give if he receiveth not; in cash, at all events.

A few examples of money badly spent might usefully be given. What about District Council delegates who always manage to miss their return train and entail hotel expenses? The members who understamp their letters to this office, so that double postage has to be paid? The branches with 200 members who order handbills for a membership many times that figure? The deputations who charge expenses they never incur? The members who bring Organisers long journeys on trifling complaints? The legal expenses lost through the member having a poor case and spoiling his own fight by reckless behaviour? The members who allow the financial affairs of their branch to go unchecked, and so cause special audits and visits of full-time officials? It is *your* money, Mr. Smith, all the time. When the rank and file wake up to these matters, we shall get a move on, and not before.

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WANTED!—Information is required at Central Office of the whereabouts of the following persons:—

S. Dean, formerly Steward of Victoria Palace, London.
F. Bromley, formerly Steward of Shepherd's Bush Empire, London.
W. Grabham, formerly Steward of Grand Theatre, Croydon.
J. Kiddie, formerly Branch Secretary of Tynemouth.

## Notes for Cinema Operators.

By A. W. Muir.

Having given the facts relating to the efforts made by the N.A.T.E. on your behalf for many years past, I will endeavour to place before you the reasons which were responsible for creating the mistake made by a section of operators in going to another organisation.

The first reason during the pre-war stages of organising was lack of interest in their own future, and failing to look ahead to endeavour to realise what the future might bring to them as a disorganised body. They seem to rely on the continuation of the conditions existing in the early days of the business. In those days, according to my best recollections, the operator was better paid than the majority of the craftsmen in this country, and the job generally speaking, was a more free and easy one. More respect was paid to operators; he was looked on in those days as a person of importance in connection with the show, and as a result of these conditions, he thought little or nothing about organising, or what the future might have in store for him.

There were, of course, a fair portion of them who *did* look into the future; these were the far-seeing ones who had possibly based their calculations on the rise and fall of other like professions, which had suffered as a consequence of lack of foresight. There were some who, in spite of the lack of interest generally, still carried on in the hope of convincing the general body of the necessity of combination.

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One point which appeared to be a thorn in the side of a good many against joining the N.A.C.O., was the examination scheme. Many of them then were afraid of being put to the test involved by such examination.

During the war period, like many other occupations, dilution created havoc among them, and, on returning, the operator found in many cases the winder, who had then grown up, was installed in the position as chief operator. In addition, there were the ex-Service men who had been trained under the Government scheme; and last, but not least, the *lady operators*, who, I am sorry to say, are still being kept by some of the employers who prefer *cheap labour* to *efficiency.* One case in point which has come to my notice is worthy of mention, viz., The Cinema de Luxe, London Road, Southend, where the chief operator is a lady on the abominable salary of £1 5s. per week, and to make things worse, the proprietor is an old operator himself. This is not playing the game when there are so many of his former fellow-workers walking about unemployed.

A strong effort is being made in the direction of improving the position of operators. After 30 years of progress in other directions, such as improvement in machinery, safety devices, etc., I firmly believe that decent employers do not now begrudge paying a fair wage to a man in whom he can place implicit trust to carry out his duties efficiently and conscientiously.

## News from Branches.

Extracted by The Flyman.

*Will Branch Secretaries and District Organisers please read the Editorial Note this week regarding matter for the* Journal?

Oldham.—Branch Secretary (Louis Graydon) writes to ask whether the G.S. cannot visit Oldham to follow up the willingness of the managers (see terms of award published in this Issue) to help in inducing non-members to join the Union. From my own knowledge Oldham has not had the attention from the past and present G.S.'s which it deserves. One of the original branches, it has plodded along in a good old Lancashire fashion of sticking fast to what it believes in. I suppose Oldham has about a twenty-years record in N.A.T.E. history, and while the first G.S. promised to give "a turn" in Oldham, he never did, but I know he was consoled by the fact that Oldham didn't need him so much as other places. But we have now district secretaries, and they are supposed to relieve the G.S. of many claims upon his time, which ought to be devoted to breaking fresh ground and building up branches for new districts. I agree with the Oldham B.S. that the situation now in Oldham is such as deserves special attention: the time and circumstances are ripe for a big effort to make that town solid for the N.A.T.E. I suggest that the B.C. goes ahead with a plan. Tell the E.C. what hall it can get, what date it suggests, what local Labour men will help; get the "big pots" from all Lancashire branches of the N.A.T.E. I think it can have the G.S. and the D.S.—all the stars for a bumper night. Paint the town red, and rope the non-members in at one call. I hear that some Oldham Stewards, all afire with the new spirit, gave membership forms to "The Manxman" and "The Phantom Foe," and that some stewards have got their staff 100 per cent. organised. Names, please! Here's my regards and best wishes to the Oldham boys. Help Graydon: he is willing, but he can't do all the work, and in any case you shouldn't let him. Have a bit of it yourselves to get all of the 900. Oldham is pleased with the Scottish decision regarding the E.T.U. What?

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Bristol Branch Secretary (H. C. White), writing on both sides of the paper, informs us a very well-attended meeting took place on Sunday, September 4th, in the Kingsleys Hall, when the chief attraction was Messrs. Cannon (G.S.) and Muir (Organiser).

The B.P., E. G. Verrinder, presided, supported by the local Committee. The Cinemas had been well billed. All named above addressed the meeting, as did Organiser O'Brien.

After the meeting a number of operators sought further enlightenment from Organiser Muir, and he was invited to spend a few days in the city to organise the operators. The meeting was an encouraging success.

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## Lancashire and Cheshire District Council.

STATEMENT OF ACCOUNT FOR JUNE QUARTER, 1921.

*Receipts.*

From Blackpool, £5; Warrington, 17s. 6d.; Blackburn, 15s.; Burnley, £1 10s.; Southport, 16s. 3d.; Liverpool, £2 10s. Total—£11 8s. 9d.

*Payments.*

Rent of Room, 10s.; Delegates' Expenses, £10 4s. 8d.; Postage, 2s. 6d.; Balance in hand, 11s. 7d. Total—£11 8s. 9d.

## Oldham and District Award, 1921.

At a joint meeting of the Executive of the Oldham and District Amusement Proprietors and Managers' Association, and a deputation from the National Association of Theatrical Employees, held at the offices of Messrs. Platt and Whipp, No. 12 Church Lane, Oldham, on Wednesday, July 20th, 1921, the award of wages on the following scale was passed to be effective from the week commencing 8th August, 1921, and to remain in operation for a minimum period of twelve months, subject to three months' notice at any time after the 8th May, 1922.

Should Oldham and district be subsequently included in the Lancashire and Cheshire area, the rate for such area to be substituted.

| | £ | s. | d. |
|---|---|---|---|
| Day Workers (hall keepers, day men, etc.) per week ... ... | 2 | 2 | 6 |
| Box Office Keepers, per week ... | 1 | 15 | 0 |
| Barmaids and Barmen, night workers (to include one Matinee) ... ... ... | 1 | 5 | 0 |
| Cleaners ... ... ... ... | 1 | 3 | 0 |

*Night Workers, Checkers, Moneytakers, Ushers—*

Attendants and Stage Hands employed at twice-nightly houses—2s. 9d. per night; matinee, 2s.

*Once nightly, Grand Theatre—*

2s. 6d. per night; matinee, 2s. 6d.

Double rate for Sunday work, except cleaning stage and dressing rooms.

The conditions in force at the Empire Theatre to still continue.

(*a*) An Agreement having been arrived at between the undersigned and The National Association of Theatrical Employees in regard to the future remuneration and conditions of the employment at the Oldham and district Theatres, Cinemas and Music Halls, and should any person be employed who is not a member of the Association, the Managements will advise such person to join, and will give the Association every facility to induce such person to become a member.

(*b*) That its members shall render their best services to the Management.

(*c*) That its members shall not individually cease work without proper notice or consent of the Management, or act collectively to cease work before an opportunity has been afforded to the Management and the representatives of the Association to adjust any matter in dispute arising at any time, or failing such efforts at adjustment, before the other methods set out in this award have been utilised, and failed to secure a settlement of any matter in dispute at any time.

(*d*) That in the event of any member or members acting in breach of these undertakings, the Association will supply a member or members to fill such vacancy if required, and assist the Management to safeguard the interests of the business.

(*e*) In the event of any complaint been made by the Management regarding the conduct of any member, the Association will investigate the same, and take such steps as the facts of the case may warrant, and should a member be expelled from membership of the Association for proved misconduct, the other parties to this Award will not employ such person until he or she has been readmitted a member of the Association.

Signed on behalf of The National Association of Theatrical Employees,
Louis Graydon, *Secretary*, Oldham Branch.

Signed on behalf of the Oldham and District Amusement Proprietors and Managers' Association, J. Platt, *Chairman*.

## Carpenters' Branch.

Brother Hunford's Benefit Result.

*Successful Numbers.*—3415, 137, 5410, 1271, 5345, 768, 4451, 3271, 2592, 1401, 1567, 1184, 4836, 4181, 3265, 2392, 1451, 2388, 1, 2960, 353, 4698, 5651, 2957, 5687, 3897, 5244, 3483, 3277, 4, 2479, 2371, 2988, 4449, 4108, 4874, 1027, 850, 486, 3627.

Prizes can be obtained from the Head Office, upon the production of Ticket bearing any of the above numbers, during the month of September, after which time, all unclaimed prizes will be sold for the benefit of the Widow and Children of our late Bro. Hunford.

## Women's Column.

It was with great pleasure I saw that at least one woman member had taken up my challenge in the July Journal, and come out of her shell, albeit the Printer had made "pie" of it by mixing it with W. H. Smith.

Miss Mitchell is to be congratulated on her first letter to the Journal, which I trust will not be her last. She says that I should be candid and say that the women members "lack the courage" to voice their views and opinions. I hope some other members will take this up. Personally I do not see that there is a great deal of courage needed. What is there to be afraid of?

Miss Mitchell further goes on to say: "I notice most of the contents come from the officials of the C.O. and branches."

I take it that the primary object of the Journal is to provide a channel through which the officials at C.O. can make known to the members what is taking place in the Association, also that branches may send in reports of their doings; so it necessarily follows that the greater portion of the paper must be taken up by them, but I feel sure the Editor will be quite willing to reserve a little space for the women members who have anything to say that will help their fellow workers.

I notice what Miss Mitchell says with reference to wearing the badge, so that the hand of fellowship may be extended. I think this is a good point; but to my mind, what is more needed amongst us is, not so much the outward token as the *real spirit* of comradeship, which unfortunately seems to be lacking.

With regard to Miss Mitchell's suggestion that "All branches should have at least one woman member on the Committee," I am with her here; and the way to get elected on the Committee is to attend the meetings, whether you are specially invited or not. When I was a member of a branch of a certain organisation a few years ago, I was the only woman member who attended the meetings for some considerable time. As a rule there were from 15 to 20 men at the meeting, and most of what transpired took place between themselves; occasionally they remembered that I was there, and referred some question to me. When the annual election of officers came along, first one man was elected, then another, but no notice was taken of the *woman* sitting there; then, when they were all elected but one, a rather nervous-looking man said: "What about the lady member?" They were all surprised that nobody had suggested the lady member before, and I was elected, and before I left that town we were all very good comrades. I set to work to find out how many women members there were, and found there were 17. I wrote a separate letter to each, pointing out their duty as members of the Union, and asking them to be present at the next meeting. Imagine the surprise of the gentlemen when they found them (with the exception of four) all sitting in a row.

After that we had some lively meetings and good times. In addition to the business side of the branch, we formed a Social Committee, and arranged whist drives, socials and dances (not exclusively confined to members) through the winter, and in the summer we had rambles. In this way we increased our membership. I was very sorry when I had to leave that town and say good-bye to them all. There was no more hesitation about including the women members in their debates, and twice afterwards I was asked to take over the Secretaryship, but was obliged to decline, owing to other circumstances. I have given this little experience in the hope that it may be helpful.

The women members have already accepted membership with their brothers in the Association, and it is up to them to show a lively interest in same. They can then soon learn, and I think their brother comrades will be pleased to welcome them. If they find they are not welcome, C.O. will find out the reason if they are made aware of the fact. J. K.

## Correspondence.

### "PEEPING THROUGH THE WINDOW."

DEAR MR. EDITOR,

In answer to Brother Tait, of Oldham, I am pleased to note that he sums up the whole question in three words, *i.e.*, Organise! Organise!! Organise!!! Unfortunately, it was my experience when assisting to organise certain branches that before they have been organised three months they expect the Union to perform miracles on their behalf; and if the Union fails, or the Union's officials are dealing with other business which has a prior claim, they immediately commence to grumble and say they will not pay their contributions, or that the Union is no good. The Trade Union movement obviously must do something more than merely try to get a shilling or two extra per week.

There are gigantic purposes that the workers in this country are organised for; such as good housing, good education, combating deadly diseases, and a thousand and one other things.

Another peculiar attitude of some of the organised members is this: In some places they may have, say, 15 members out of a staff of 40. The 15 members then commence to worry the officials to make the house where they are working a Trade Union house. Obviously, this is the first duty of the member—to convert the non-member, particularly in view of the fact that he may be a chum of his. But no; they do not do this. They insist that their officials shall approach the *Management* to make the non-member a member. Now this is very short-sighted policy. It should be very clear to these members who desire that procedure to be adopted, that they are playing right into the manager's hands, for the very reason that, if the manager is strong enough to organise them when he wants to, he is also strong enough to disorganise them. That policy, in my opinion, shows weakness. I agree with Brother Tait when he quotes Shelley: "He that would be free must first strike the blow." It is only too true that the workers have been waiting much too long for some Moses to lead them out of "the land of bondage." That Moses has not arrived, and never will. If the workers desire to escape the "land of bondage," they themselves must break the barriers. Rest assured that the bosses will not break them.

I, as a member of the Union, talked Trade Unionism in and out of season (if it is ever out of season) to all my fellow men and women.

I feel sure in my own mind, and in my own heart, that my efforts are not in vain. I am gladly looking forward to the time when all workers will correctly understand what they are organised for. Not what a good many organise for to-day—the modification instead of the abolition of wage slavery. Abolish wage slavery, then this country will be truly a "land fit for heroes to live in." CONVERT.

National No. 2,740.

## LIST OF BRANCH SECRETARIES:

Aberdare.—G. A. Hawke, 212, Cardiff Rd., Aberaman.
Aberdeen.—A. Petrie, 23½, Skene Sq.
Ashton-under-Lyne.—J. Hardman, 78, Astley Street, Dukinfield.
Ayr.—E. Fulton, c/o Young, 55, New Market Street.
Barrow-in-Furness.—W. Wright, 2D, Ship Street.
Barry Dock.—E. R. Harper, 88, Barry Road, Cadoxton.
Bath.—H. Summers, 14, Westgate Buildings.
Birmingham.—F. A. Watson, 158, Witton Road, Aston.
Bishop Auckland.—A. McConnell, 68, Bridge Street.
Blackburn.—C. T. Swithenbank, 20, Brooksfield Street.
Blackpool.—G. Mitchell, 48, Adelaide St.
Bolton.—W. Waring, 4, Woodside Sq., Darcy Lever.
Bradford.—J. H. Johnstone, 16 Rugby Place.
Brighton.—J. Gibbs, 17, Grove Street.
Bristol.—H. C. White, 8, Blenheim Sq., Marlborough Hill.
Burnley & Nelson.—J. Bell, 31, John St., Nelson, Lancs.
Cardiff.—J. Hunt, 85, City Road.
Carlisle.—J. Hodgson, 5, Annetwell St.
Carpenters.—C. Morris, 80, Bonnington Sq., Vauxhall, S.W. 8.
Castleford.—*Pro tem.*, B. Gorham, Organiser.
Cowdenbeath.—Mrs. J. Simpson, 182, Foulford Road.
Darlington.—F. Richardson, 2, Bakehouse Square, Union Street.
Derby.—Mrs. A. L. Kelly, 22, Macklin St.
Dundee.—T. Phillips, 12, Parker Street.
Edinburgh.—Mrs. Cockburn, 34, Beaverbank Place.
Ferndale.—F. Jones, 22, The Parade.
Glasgow.—A. Carlin, 12, Windsor Ter.
Halifax.—T. Turner, 27, North Parade.
Hanley.—G. Docksey, 76, Boundary St.
Huddersfield.—S. Armitage, 2, Filbert Street, Birkby.
Hull.—H. East, 4, St. George's Ave., South Boulevard.
Kilmarnock.—T. Adam, 34, Mill Lane.
Kirkcaldy.—J. Wallace, 53, Dunnikier Rd.
Leeds.—*Pro. tem.*, B. Gorham, Organiser.
Leicester.—R. A. Peutrill, 11, Eaton St.
Liverpool.—T. Wilson, 13, Albert Edward Road.
Llanelly.—T. O'Brien, 23, Pottery St.
London Branches.—H. Roberts, 29-31, Portugal Street, W.C. 2.
Manchester.—T. H. Derbyshire, 12, East St., Lower Mosley St.
Merthyr Tydfil.—J. Hall, 4, Gwynne Cottages, Gwaelodygarth.
Middlesbrough.—A. Peeling, 68, Bolckow Street.
Newcastle.—J. Laing, 125, Sycamore St.
Newport (Mon.).—J. Perrin, 6, George St.
Nottingham.—G. H. Challand, 68, Seymour Street.
Oldham.—L. Graydon, 14 Charter St.
Plymouth.—C. Finch, 11, Glanville Street
Portsmouth.—J. E. Randall, 88, Stansted Road, Southsea.
Preston.—T. Miller, 2, Graham St.
Rochdale.—J. Law, 29, Ashfield Rd.
Scenic Artists'.—E. I. Hirst, 23, Clyde Terrace, Forest Hill, S.E. 23.
Sheffield.—W. J. Burns, 91, Eldon Street.
Southampton.—G. Tutt, 14, Southampton Street.
South Shields.—R. Huntley, 148, Stanhope Road.
Southend.—A. Paston, 88, North Avenue
Southport.—W. Whitesmith, 11, Matlock Road.
Swansea.—E. A. Howell, 2, Bryn-y-don Road, North Hill.
Swindon.—W. Cooper, 3, Dumbarton Ter.
Tynemouth.—H. C. Johnston, 10, Middle St.
Warrington.—W. Cook, 71, Orford Street
Wakefield.—J. A. Binns, 29, Almshouse Lane.
West Hartlepool.—C. Mayes, 24, Bertha St.
Wigan.—T. Tomlinson, 8, Gilroy Street.
Workington & Whitehaven.—E. Lowther, 43, Edkin Street.

## DISTRICT ORGANISERS:

London.—C. B. Finley, A. W. Muir, P. Sharp, H. J. Kemp, 29-31, Portugal Street, W.C.2.
Lancashire and Cheshire.—G. Mitchell, 48, Adelaide Street, Blackpool.
Scotland.—
Yorkshire and Midlands.—B. Gorham, 18, Brompton Mount, Dewsbury Road, Leeds.
South Wales and West of England.—T. O'Brien, 23, Pottery Street, Llanelly.
North of England.—

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General Secretary:
TERENCE CANNON.

Telephone:
Holborn 1305.

# The N.A.T.E. (National Association Theatrical Employees.) JOURNAL.

Vol. I. OCTOBER, 1921. No. 10.

## SPECIAL NOTICE.

Negotiations for settlement of Granville Theatre Dispute, London, are proceeding; pending decision, picketting, etc., suspended.

A report will be made immediately a decision is come to.

## Notes and Comments

By "The Prompter."

"What the 'Encore' would like to know" is the heading of a page of piffle published in that curious publication. The writer of the stuff has thought fit, with his usual good taste, to imply that the Secretary of the Fulham Trades and Labour Council cannot spell because, owing to a slip, the word "Condemnation," used in a resolution relating to the action of the Granville Theatre Management, was spelt "Comdemnation." The funny part of the paragraph is that the "Encore" Man spelt Mr. Hailes name Hales, so we would like to know the name of the college where the "Encore" learnt his lessons. This picker-up of "unconsidered trifles" should try again.

* * * *

The Joint Committee representing the A.A., V.A.F., M.U., and the N.A.T.E., are considering whether joint action can be taken to give effect to the resolutions passed at the last Trade Union Congress relating to our industry.

* * * *

Mr. C. Jesson, M.P., an Official of the Musicians' Union, a one-time Socialist adherant of the Labour Party, writing in the Musicians' Journal (October issue), says some curious things which presumably indicate his present convictions, he says:—

" . . . . Economic necessity will compel us to establish Trade Parliaments or Industrial Courts for the settlement of industrial disputes, with powers of Courts of Justice to ascertain the wages that the workers in

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**Branch Secretaries and Stewards should let Central Office know at the end of this month how many copies of next issue they will want. ONE PENNY per copy in future.**

every industry are entitled to, and to enforce their payment."

He, strange to say, attributes to the "lack of this organisation" "these periods of trade depression and unemployment." We never imagined that a Court of Law empowered to fix wages would, by so fixing them, create *work* for workers; it might create work for lawyers.

* * * *

In Australia, where compulsory arbitration is established, and where awards have the force of Law, the workers on that Continent suffer as we do from periods of trade depression and unemployment. Mr. Jesson, M.P., also says:—"*The instant* we establish these Industrial Courts, we destroy the need for a political Labour Party," and yet in Australia, the home of these experiments, the same need for a Labour Party exists, and support of such a party is more general and successful.

We do not imagine that any Court of Justice (or shall we say Court of Law) which could conceivably be set up in this Government, would be more just in its motives and decisions than our present Trade Boards, and we know how these Boards can be reduced to a futility by a Court of Law.

* * * *

What seems to nullify all Mr. Jesson's conclusions quoted above is the following quotation from the same article:—

"Now, if there is one thing the workers of this country do not want and will not have, it is any more Government interference with our industrial affairs."

Yet any law which might be passed by this Government to set up such Industrial Courts, suggested by Mr. Jesson, would, in the powers, purpose, methods, and personnel of such Courts, reflect the views of this Government.

What hope is there for the working classes so long as the possessing classes rule the country, through Parliament, the Law Courts, Industry, Commerce, the Churches, and our present Society. The working classes cannot exercise more power, more control, have more wages, more freedom, more influence *on anything* unless the present possessing classes give up some part of these things which they now control.

* * * *

Facts now confront the whole world to prove that the capitalistic system has failed to provide the means of adequate maintenance for the peoples of the earth. The compulsory idleness imposed on honest, industrious men and women is *an irrefutable fact;* the unmerited and wide-spread unhappiness imposed upon men, women, and children is *an irrefutable fact.* That there are hundreds of thousands of men and women, maimed and broken in the struggle for existence under a sordid, selfish, money profit seeking capitalism, *is a fact.*

* * * *

Mr. Jesson's submission that "the vague generalities about capital and capitalist do not take us very far," is a wise one, and I suggest that that opinion should have made him hesitate to write as he did.

* * * *

He says little about "Capital." Mr. Jesson, M.P., had better make up his mind as to whether the true purpose and function of capital and capitalist are not to initiate and sustain production *for use,* and not essentially and primarily for a money profit and social power.

* * * *

If we regard Capital as surplus produce in the form of money or the means and instruments of production, and the Capitalist as one who possessing capital or controlling capital, uses it to exploit the labour of others, mainly those who own nothing, other than their labour, experiences, skill, ability—call the personal capacity what you will—we have a rough and ready interpretation of these terms.

* * * *

The musician who has saved £200 and invests that sum in a small poultry farm, which he works in his spare time in the day, aided by members of his family, while possessing capital to that amount, is not a Capitalist in the common acceptance of that term, because he is not using his capital to exploit, directly or indirectly, the labour of others.

* * * *

The logical possibilities of our Capitalistic system allows *one* man to possess *all* the surplus wealth and *all* the surplus means and instrument of production, distribution, and exchange, and thus reduce to the position of serfs all other men and women. It has not been possible for one man to acquire this power, but it has been possible for a comparatively few men to acquire this power in many countries, and one man to occasionally acquire power over a commodity for a short period of time, and to exact from the rest of mankind, requiring portions of that commodity, such price as the possessor demanded. The price of a commodity exacted in such circumstances had no relation to labour cost, its intrinsic value, its use value; its price was the price that those wanting it would pay. In similar circumstances wages are fixed by some employers, in the absence of any Union rate or agreement, according to the necessitous condition of the applicants for employment.

---

## Federation—Amalgamation—Trustees.

The resolution given below was recently submitted to a vote by ballot of the members. The vote being taken at a time when many theatres were closed and a large number of members out of work, whose address was not known, accounts, to some extent, for the small vote, but the main reason must obviously be the apathy of the members.

With the resolution was given the following explanatory note:—

"Federation may mean the formation of a National Central Fund by equal contributions by the Federated Unions or by a contribution based upon per thousand of the respective membership of the Federated Unions, such Fund to be used for Federal purposes, Control of all Organisers, and Joint Action.

"Amalgamation means the formation of a new Union to absorb the Membership and Funds of the Amalgamating Unions, with provision for proportionate representation—for a period of time—upon the Executive Committee of the new Union so formed. It would mean a standardisation of Members' Contributions and Benefits where they now vary in the Amalgamating Unions.

"The A.A. are not at present prepared to amalgamate.

"Federation would test the utility of closer unity between these Unions, and possibly finally convince all parties as to the necessity of one Union for all employed in the Entertainment Industry.

### THE RESOLUTION.

"Do you authorise the Executive Committee to arrange to Federate or to Amalgamate with the Unions selected by you, named below, on terms and conditions to be approved by your Executive Committee?"

### THE VOTE.

| | | |
|---|---|---|
| For Federation with A.M.U.— | | |
| | Yes ...... 1,977 | No ...... 62 |
| For Federation with the A.A.— | | |
| | Yes ...... 1,927 | No ...... 62 |
| For Federation with the V.A.F.— | | |
| | Yes ...... 1,939 | No ...... 62 |
| For Amalgamation with A.M.U.— | | |
| | Yes ...... 1,438 | No ...... 62 |
| For Amalgamation with the A.A.— | | |
| | Yes ...... 1,217 | No ...... 62 |
| For Amalgamation with the V.A.F.— | | |
| | Yes ...... 1,256 | No ...... 62 |

### RESULT OF VOTE FOR GENERAL TRUSTEES.

| | |
|---|---|
| Chas. Thorogood (London) ...... | 2,534 |
| E. Regan (London) ............... | 1,592 |
| J. G. Moore (Newcastle) ......... | 2,281 |
| J. Keady (Newcastle) ............ | 1,611 |

Thorogood, Moore and Keady were elected.

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## Notices.

*The N.A.T.E. JOURNAL* is the official organ of the National Association of Theatrical Employees, and is conducted by the Executive Committee of the Union.

*All communications should be plainly written on one side of the paper only, must deal with subjects of general interest, and must bear the writer's signature, name of branch, and national number. Copy must be sent to the N.A.T.E. Offices, 29-31, Portugal Street, London, W.C. 2, clearly marked "Journal," before the first day of the month of issue.*

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Touring members will be supplied with copies if they will keep us advised of their movements.

## Notes for Cinema Operators.

By A. W. MUIR.

A controversy having arisen in the columns of the “Bioscope” upon the statement I made before the Parliamentary Committee of the Scottish Trade Union Congress regarding our case for the Operator and the Union to which he should belong, I give below a copy of the statement I then made.

“Being an operator of many years' experience, I shall devote my statements to the *claims* of the E.T.U. on the *right* to organise the cinema operators.

“Firstly, the E.T.U. say ‘That they, the cinema operators, having the necessary qualifications for admission to the E.T.U., were admitted.’ This statement is incorrect according to Rule 3, Clause 11 and 13, of the E.T.U. Rules, which clearly defines the qualifications necessary for membership in that body, and furthermore, having been a President of their once largest branch for twelve months, I can truthfully state that members were admitted without being asked for qualifications of any description, and are still accepted on the same conditions. In the face of *these facts*, what do they mean by qualifications?

“Secondly, that the E.T.U. only desire to organise qualified operators. This statement gives food for thought, as the only operators who have a proof of qualification up to the present time are those holding the certificate of the N.A.C.O., which is the Operators' Branch of the N.A.T.E., with whom further developments are expected in the near future through a conference between the C.E.A. and N.A.T.E. The examination of operators has been in progress since 1907. A Bill was drafted to submit to Parliament, to license all operators, who would be compelled to obtain the certificate as to their qualifications. The E.T.U. operators turned down an examination scheme put before them eighteen months ago.

“Thirdly, they say that the operators' duty for *the most part* is electrical. This statement I *emphatically* deny.

“The following are the actual facts of the knowledge required to be a qualified operator for the projection of moving pictures, and projection is what he is engaged for, not for any particular craft, but a working knowledge of the four crafts which together constitute projection.

“The four crafts are as follows:—

“*Optics, Mechanics, Films, Electrics,* and in many cases a knowledge of the camera to enable him to take local topicals.

“Of the four crafts mentioned, only one can be substituted, *i.e.*, Electrics, which can be substituted by Limelight, and which was first used in connection with the cinema. The other three factors are of *equal* importance to each other, as they are indespensable and cannot be substituted. This proves that the electrical function is the *minor* factor.

“The electrical duties of an operator are on a par with those of a tram driver, X-Rays attendant, lift attendant, and other positions of a like character, for which only the knowledge of *control* is required, and not production or construction of electrical installation, the latter two factors being carried out by outside contractors or a circuit electrician engaged on large circuits who is not an operator. It is only necessary that the operator should have a knowledge of the facts governing the good running of the machine, such as cleanliness, lubrication, and matters of care and precaution to ensure good running of a plant. In view of these facts I think that in making the claim of priority on the craft basis the E.T.U. are overstepping the mark, and that taking it from this point the other organisations, such as The British Opticians' Association, and The Amalgamated Engineers' Union, have equal, if not more claim than the E.T.U. However, the real point to consider is that which is most beneficial to the Trade Union Movement, and the most effective method to adopt, considering the industry in which the operators work.

“Unfortunately the operators' lack of knowledge of the Trade Union Movement has caused certain sections of them to go to unions not directly concerned in their own industry, thereby weakening the positions of the remainder employed therein, and making organising difficult. Owing to this division between workers working together for the production of amusement, considerable friction has arisen, hence our appearance here.

“In conclusion, gentlemen, the above facts are submitted without fear, favour, or prejudice, and in the interests of the cinema workers generally, who, if this state of sectionalisation exists, will surely go to the wall. It is a general effort we want, not a sectional effort which may achieve a temporary success here and there while the remainder suffer.

"The real name for the job is, 'Moving Picture Operator.'"

* * * *

On 4th September I visited the Bristol Branch in company with the G.S., Brother O'Brien also being present.

The Meeting took place at 11 a.m.

The Chair was taken by the B.P., Brother E. G. Verrindes, supported by Branch Secretary Brother H. C. White.

There was a good attendance, which included a large proportion of operators.

The General Secretary, Brother O'Brien, and Brother White, dealt with the general policy, leaving me to deal with the cinema operators question. I was greatly impressed with the spirit of this section after hearing their case, and I am of the opinion that some of the misunderstanding that have been created were removed.

I desire to express my appreciation which is endorsed by the G.S. for the interesting and educating programme arranged by Brother White, Sec., to make our visit a success from the social as well as a business point of view.

We then proceeded to Newport, attending a meeting of the Branch at 6.30 p.m. The attendance was small, but it was nevertheless successful, and I am of the opinion that the visit will have good results.

The Secretary, Brother Perring, is very keen, and with determination should make this Branch successful.

I also desire to mention the cordial invitation of a Brother of the Musicians' Union (whose name I have unfortunately forgotten), who entertained us to a very enjoyable tea.

On Monday I proceeded to Cardiff to attend the Trade Union Congress with Brothers Cannon and O'Brien. This was my first visit, and I was greatly impressed with the proceedings, returning a wiser man in consequence of this opportunity.

## N.A.T.E. Badges.

Stocked in three varieties for buttonhole, watch-chain, or brooch.

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For N.A.C.O. members, 1s. each.

To be obtained from your Branch Secretary, or from Central Office.

## Travelling Men Please Note.

The Secretary of the Barrow-in-Furness Branch calls attention to the conduct of carpenters with certain touring companies who slander the General Officers and Organisers of the Union for the purpose of arousing the distrust of members to whom these slanderous statements are made, and to induce such members to leave the Union. This ancient practice of the non-unionist and the unfit has been tolerated too long.

In past years more than one of these gentry have been forced to recant and to apologise. Apart from the general cowardice of these slanderers their conduct seems to be extremely foolish; not only is there the law of libel, but there is the possibility of informed and loyal members refusing to work with the slanderers, or of expressing resentment in some form of physical punishment, and there is also the probability of a manager of the company being informed that the usefulness of its M.C. has terminated.

The members in any town who have occasion to complain of the statements made about the Union by non-union travelling men, should report full particulars to their Branch Secretary, who should report full name of the man, name of touring company, and the statements complained of, to the C.O.

It may be necessary to publish a black list of these gentry in the JOURNAL, and to treat them as they deserve. How would it be to cut this out and post on the notice board at your theatre as a warning?

## News from Branches.

EXTRACTED BY THE FLYMAN.

Barrow-in-Furness B.S. wants to know how we can recover badges worn by lapsed members. I see no other way than to buy them back. We might alter our rules to prohibit the sale of badges, and to only sanction their use during membership at the usual cost as a hiring fee. The rule providing that a badge shall be returned when membership expires.

This Branch also wants a visit from the G.S., but it has just had, or about to have, a visit from the L. and C. District Council, and what is the matter with the District Organisers. Instead of the G.S. it is the District Organiser's job.

* * * *

Touring members visiting Southampton are urged to insist on having Union men to help "get in" and "get out."

A Post-card to the Branch Secretary, Geo. F. Tutt, 14, Southampton Street, stating number of men required would have careful attention. Such an arrangement would be helpful to both local and travelling members.

* * * *

Southampton Branch (Secretary, G. F. Tutt), desires to thank the members of the Bristol Branch for the fraternal welcome accorded to members of the Southampton Branch visiting Bristol on August Bank Holiday. Southampton members will give a like welcome to members from Bristol who may visit that town at any time. The B.S. also reports having inspected Cards of members with Touring Companies.

* * * *

The H.O. Staff Outing on Saturday, July 30th, was a success, although the party was not so large as had been expected. The members who went desire to thank the E.C. for the half-day holiday allowed.

* * * *

Halifax Branch Secretary reports that after two years' struggle he is now hopeful as to the future of his Branch. A visit from Organiser Gorham caused a great revival, and many local Houses are now 100 per cent. strong. The members who now hold office are keen, clear-headed, and business-like. The H.O. seems also to have satisfied this Branch—now we shan't be long.

* * * *

A Middlesbrough scribe writes to urge that the fundamental principles of Trade Unionism should be brought home to the members at Branch meetings. Fines will not draw the members, the social side of human nature must be utilised when the spelbinders might have a chance between songs and games to remind them that the capitalistic system is still with us, controlling our means of happiness and uses of liberty.

Our scribe (W.H.S.) does not believe in the Class War, but he believes in the right to live, and knows that only by combination can the workers exercise and satisfy that right. Go on reading John Ruskin, J. Mazzini, and those others, not forgetting your own humble JOURNAL.

* * * *

The London Branches are organising inspection of Cards. All members are urged to carry their Card with them to avoid trouble to themselves and the Inspectors.

* * * *

Mr. Sheedy, a member of the No. 1 London Branch, has secured, through the aid of the Union Solicitors, the sum of £100 by way of compensation, at no cost to himself. One result of the Legal Aid supplied as a benefit of membership of the Union.

## Financial Secretary's Notes.

QUARTERLY STATEMENT.—Elsewhere in this issue will be found the first quarterly statement for the present year, from which members will see that sometimes more money is spent in looking after the needs of an area than is warranted by the income of the district.

ANNUAL ACCOUNTS.—The annual statement for 1920 was considered by the Executive Committee at the recent Quarterly Sitting. Owing to a desire being expressed for more detail, there will be some little delay in the issue of the Report, which will be printed separately, and not through the columns of the JOURNAL, as was originally intended.

"HOUSE" ARREARS.—The House Committee of the Theatre Royal (Stratford) claim to have established a record in low arrears, viz., total, 1s. 6d. on twenty-seven cards for Second Quarter.

THIRD QUARTER'S CARDS.—The first provincial branches to return these are West Hartlepool, Halifax, Brighton, and Darlington. Congratulations to their members and secretaries.

THIRD QUARTER'S ACCOUNTS.—The first statement came from Kirkcaldy, but was not audited. Darlington, therefore, takes first place with audited account accompanied by remittance in settlement, was second.

"COURT" NEWS.—An order for payment in 14 days of his debt was made against a former Collecting Steward, at the Westminster County Court on 12th October, 1921.

## REPORT BY AREAS FOR 1st QUARTER, 1921.

**Membership.**

| | At 1st Jan. | New Members. | At 31st March. Register. | Cards. |
|---|---|---|---|---|
| London ... ... ... ... ... ... | 8,127 | 665 | 8,792 | 5,015 |
| Scottish ... ... ... ... ... ... | 1,334 | 336 | 1,670 | 1,090 |
| Yorkshire and Midlands ... ... ... ... | 1,301 | 276 | 1,577 | 1,047 |
| South Wales and West of England ... ... | 462 | 244 | 706 | 529 |
| North of England ... ... ... ... | 427 | 38 | 465 | 259 |
| South of England ... ... ... ... | 678 | 45 | 723 | 459 |
| Lancashire and Cheshire... ... ... ... | 3,585 | 460 | 4,045 | 2,639 |
| Miscellaneous ... ... ... ... ... | 7 | 2 | 9 | 4 |
| Total ... ... ... ... ... | 15,921 | 2,066 | 17,987 | 11,042 |

## Cash Summary for 1st Quarter, 1921.

| | Receipts. | Branch Expenses. | Organising Expenses. | Other Expenses | Total Expenses. |
|---|---|---|---|---|---|
| | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. |
| London ... ... | 1,833 8 5 | 334 18 9 | 326 0 10 | — | 660 19 7 |
| Scottish ... ... | 353 13 2 | 96 5 9 | 144 8 4 | — | 240 14 1 |
| Yorks. & Mids. ... | 298 2 11 | 75 1 11 | 105 17 2 | — | 180 19 1 |
| S. Wales & W. of England ... | 112 16 7 | 23 2 1 | 142 8 11 | — | 165 11 0 |
| N. of England ... | 14 12 8 | 5 12 8 | — | — | 5 12 8 |
| S. of England ... | 113 15 3 | 20 18 6 | — | — | 20 18 6 |
| Lancs. & Ches. ... | 825 9 2 | 186 0 0 | 202 19 11 | — | 388 19 11 |
| Central Office ... | 112 8 6 | — | — | 1,864 8 7 | 1,864 8 7 |
| Total ... ... | £3,664 6 8 | £741 19 8 | £921 15 2 | £1,864 8 7 | £3,528 3 5 |

Submitted to, and approved for publication, by the Executive Committee, 29/9/21.

### Yorkshire and Midlands District Council.

STATEMENT OF ACCOUNT FROM 25TH JULY TO 25TH SEPT., 1921.

*Receipts.*

To Balance from previous Account, £15 8s. 8d.; Huddersfield Branch, £1 6s.; Remittance from Central Office, £11. Total—£27 14s. 8d.

*Payments.*

By G. Hazel (Hull Branch), £1 18s. 6d.; T. Turner (Halifax), £3 0s. 7d.; J. Palliser (Castleford), £2 13s. 8d.; S. Armitage (Huddersfield), £2 15s.; F. Smith (Leeds), £2 10s. 10d.; G. Challand (Nottingham), £2 3s. 10d.; W. Burns (Sheffield), £1 16s.; W. Kitchingman (*ex officio*), £1 17s. 10d.; Postage and Telegrams, 7s. 2d. Total—£19 3s. 5d. Balance in Treasurer's hands, £8 11s. 3d.

### South of England District Council.

EXPENSES OF MEETING HELD 18TH SEPT., 1921.

J. Randall (Portsmouth Branch); G. Everett (Southend), £3 2s. 8d.; J. Gibbs (Brighton), £1 8s.; G. Tutt (Southampton), £1 4s.; C. Finch (Plymouth), £5 0s. 10d.; Postage, Paper, and Rent, 5s. Total—£11 0s. 6d.

### Scottish District Council.

EXPENSES OF MEETING HELD 11TH SEPT., 1921.

H. Simeon (Glasgow Branch), £1 2s.; A. Duncan (Aberdeen), £3 4s. 9d.; T. Adam (Kilmarnock), £3 10s. 6d.; T. Phillips (Dundee), £2 2s.; M. Cockburn (Edinburgh), 15s.; Postage and Telegrams, 4s. Total—£10 18s. 3d.

## Lancashire and Cheshire District Council.

### EXPENSES OF MEETINGG HELD 4TH SEPT., 1921.

*Receipts.*

Balance in hand, 11s. 7d.; Cash from Barrow-in-Furness Branch, £1 8s. 6d.; Remittances from Central Office, £21 15s. 5d. Total—£23 15s. 6d.

*Payments.*

J. Leon (Liverpool Branch), £1 10s. 10d.; T. Wilson (*ex officio*), £1 10s. 4d.; J. Platt (Blackpool), £1 18s. 8d.; J. Law (Rochdale), £1 1s. 6d.; M. Shaughnessy (Oldham), £1 5s. 3d.; B. Wilbraham (Hanley), £2 0s. 11d.; W. Whitesmith (Southport), £1 11s. 6d.; W. Wright (Barrow), £2 4s. 8d.; J. Hardman (Ashton), £1 4s. 1d.; W. Waring (Bolton), £1 3s. 2d.; L. Graydon (Oldham), £1 5s. 3d.; J. Bell (Burnley), 15s.; W. Cook (Warrington), £1 8s. 7d.; J. Forrester (*ex officio*), £1 4s. 1d.; T. Tomlinson (Wigan), £1 3s. 2d.; W. Wright (Barrow) (last quarter), £1 18s. 6d.; Rent and Postage, 10s. Total—£23 15s. 6d.

## Notes by the Editor.

The National Executive Committee Quarterly Meeting, held on September 29-30, October 1 and 2, at the Central Office, London, had many important questions to deal with, and dealt with them in a most encouraging spirit of mutual goodwill, and with an evident desire to show consideration to all members and all branches, as the merit of a case should direct and the recourse of the Union would permit.

There were fifteen members out of the possible eighteen present; the Financial Secretary also being in attendance each day. Of this number seven, excluding the G.S., were from the London District, namely, Messrs. W. Johnson (G.P.), I. Atherton (G.T.), R. Finnigan, C. Morris, E. Skeggs, A. Whale, C. T. Cory, and seven from Provincial Districts, namely, Mrs. Duncan, Scotland; A. E. Wright, North of England; Messrs. Wilson (Liverpool), Forrester (Manchester), Lancashire and Cheshire District; W. Kitchingman (Nottingham), Yorkshire and Midland District; H. C. White (Bristol), South Wales and West of England District; and G. Everett (Southend), South of England District.

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The E.C. decided, in view of the majority vote, given in support of the resolution that one penny per copy should be charged for future issues of this JOURNAL, that the resolution should take effect with the November issue. The Committee also decided that the JOURNAL should be enlarged with the January issue, and appear under the title of "The Amusement Workers News," the Official Organ of the N.A.T.E.

We hope that all Stewards and Branch Officers will do their utmost to get orders for the November and following issues, and let the C.O. know the number they will want.

We urge all members to endeavour to assist to secure Advertisements for the JOURNAL, the local trades people, hotels, boarding houses, etc., might be approached to this end.

The JOURNAL aims to aid our work, and our members should all assist to make it not only interesting and generally useful, but a source of income to the Union.

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The question of making some allowance to unemployed members was fully considered. The E.C. realise that the number and position of unemployed is very serious indeed, but they are only able to deal with members in distress by means of the Benevolent Fund, and they have given the utmost consideration to applications made to them for assistance from this Fund.

It would be as well to make known to members, in view of the Delegate Meeting to be held next year, that the former E.C. prior to the last Delegate Meeting, did consider the question of extending the benefits so that the Union could assist its members, sick or well, in work or out of work—to make the Union the fullest helper of its members through all their struggle for existence, and in their march towards a new Order of Society. The Delegate Meeting appointed a Special Committee of Delegates to consider, among other benefits, the provision of out-of-work pay, even for a limited period each year. That Committee considered it impractical, at that time, to still further increase the contributions to cover this purpose. The main question *then* was to provide an adequate income to enable the Union to organise the Amusement Workers in this country. We had at that time only one paid General Officer and one local paid Officer (Manchester), devoting their whole time to the work of organising and administrating the affairs of the Union. The task was an impossible task with our then staff. The Delegates realised that without a larger, stronger, better equipped organisation we could not tackle the wage question effectively. The wage question was the question of paramount importance, then and now, hence the decision of the Delegate Meeting. The unemployed question has arisen in a more acute form. Many Unions have exhausted their funds; they are now less able to deal with wage questions. Our Union is more seriously affected owing to the fluctuating membership, and the constantly varying number employed, more particularly in dramatic houses. We estimate that in London alone about one thousand members were out of work in July owing to so many theatres being closed. In many towns dramatic houses are closed in the Summer months. In seaside resorts they are closed in the Winter months. The variety and picture theatres show more stability.

We have now seven full-time Organisers and two General Officers, a better C.O. Staff, some part-time Organisers, and yet we cannot cover the ground. Without an effective Organisation we cannot deal with the wage question on a national or district basis; we cannot raise funds to help unemployed members; so the first and main point is, enlarge the Union, enlarge the funds: that way lies the hope of better assistance to members when in or when out of work. Meanwhile, think over the problem, get ready ways and means for the consideration of the Delegate Meeting. Keep in benefit, and seek aid from the Benevolent Fund when in need. Those who can "carry on" should carry on so that those who have nothing coming in may be helped the most.

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The question of organisation received special attention. The position in each district was carefully considered. On this, as on some other important questions, we had, supplied by the F.S., instructive, if not satisfactory, statistics. Our District Organisers are all men who are keenly interested in their work, but we must bear in mind that they are new to their work, and that their task is a difficult one. We have, however, reached a point when our methods must be closely examined; and we can now form an opinion as to the results of present methods; when we can say whether our methods indicate a definite constructive plan, or are merely haphazard movements to and fro.

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The E.C. have decided that each District Organiser shall prepare particulars showing:—

(1) The list of towns in his area.
(2) The return fares to each town from his home town.
(3) The number of dramatic, variety, and picture theatres in each town.
(4) The estimated possible membership available from such theatres in each town.

Each District Committee will be required to examine that list, and to consider which town would offer the best prospects, the most fruitful results, from a visit for organising purpose by the District Organiser.

Such visit should be preceded by a letter to say, the S.M., E. and Hallkeeper of the Dramatic and Variety Theatre, and to the Operator and Doorman of each Cinema, stating the Organiser will visit the town such-and-such a date, and enclosing with the letter membership forms, copy of JOURNAL, or other useful printed matter. A request being made in the letter that such printed matter might meanwhile be circulated among the staff.

The D.C. approved plan of organising work will be considered at the next E.C. meeting, when the District Organisers will attend the first day sitting of the E.C.

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Cinema Operators will be interested to know that the E.C. decided to approach the C.E.A. to invite that organisation to officially approve and recognise the Certificates issued by the N.A.C.O.—our National Branch of Operators—and to join with the N.A.T.E. in setting up Examining Boards, local and/or National, to decide as to the fitness of those who pass through the N.A.C.O. examination for the class of certificate applied for.

Some years ago a Joint Examining Board was formed for this purpose, and at one time Mr. Matt Raymond was a member of the Board. The N.A.C.O. organised Annual Luncheons, at which all sections of the trade, manufacturers, renters, and exhibitors were represented. On the last several occasions Mr. C. Bowerman, M.P., now Secretary to the General Council of the Trade Union Congress, presented the Certificates to the successful candidates. These functions attracted much attention in the Trade Press.

The N.A.C.O. drafted a Bill to license operators, which Mr. Bowerman agreed to introduce in the House of Commons, and a petition was issued to secure general consent to the Bill from all sections of the Trade. The war put an end to these plans, and the E.C. thinks the time has come for the Trade to again take up the matter.

The C.E.A. will be asked to consider our proposals, and to appoint representatives to confer with us upon them so that the opinion of the Trade may be obtained.

As is generally known operators are licensed in America and in other countries.

In a future issue we will publish the terms of the old Bill to ascertain how far it meets present views of the matter.

* * * *

We regret to find that an incomplete report of the decision of the Parliamentary Committee of the Trade Union Congress has appeared elsewhere, for which some N.A.T.E. officer is apparently responsible.

As our members are aware, a full report was published in our last issue.

We should regret very much if an impression has been given to any of the parties affected, by the decision referred to, that the E.C. of the N.A.T.E. has in any way countenanced the issuing of an incomplete report elsewhere by anyone.

The matter in dispute between us and the E.T. does not justify any evasions or misrepresentation of the issues involved, or unfair tactics of any sort or kind. We both represent Trade Unions, and we both have obligations to the Trade Union movement, which should guide us in a consideration of the facts of the case, without ill-will on either side.

Our case can be sustained on its merits. We believe that the E.T.U. is mistaken in its view as to the legitimate place for the Operators and Electrical Workers employed in the Amusement Industry, and that the attempt of the E.T.U. to withdraw this section from our Organisation is unfair to us, and will not serve any economic interest of that section, who for many reasons, in fact, for all substantial reasons, should cooperate through the same Union with all sections of workers in our industry.

The writer of this note has always admired the general attitude of the E.T.U. within the Trade Union Movement, and realises that the E.T.U. is a very important factor in that movement. But they, as we do, should regard the Trade Union Movement as a whole. It does not aid the Trade Union Movement to create divisions where unity is essential. It does not aid the Trade Union Movement to regard the separate Unions, which comprise that Movement, as so many small shop-keepers competing against each other for stray clients and using "special lines" to attract each others present or potential customers. What is urgently needed is the organisation of the working class, and to so organise it that direct identity of interest in any industry between workers under the same employer, shall be promoted, and protected with the greatest efficiency and economy of expenditure of time, energy, or funds. A case which illustrates our point of view is the Granville Dispute. There are two E.T.U. members working with blacklegs. Had these two been members of ours it is to be assumed they would have come out with the rest on strike and made our strike more effective. They should belong to us. Our Union fixed the rate of pay they were working under prior to the strike. They have, we assume, accepted the reduction in pay, which our members rejected. Is this helping Trade Unionists or the Trade Union Movement?

We advise all our officials and all our members, despite any provocation given to them, to stick to facts and principles and refrain from indulging in personalities and recriminations with E.T.U. officials or members. We have all a duty to the movement, and those who most conscientiously bear that duty in mind will win in the end.

We feel sure that there must be many members of the E.T.U. who do not agree with those responsible, on their side, for the friction which has arisen, and for ourselves we wish to end, not to perpetuate this friction. Sooner or later, and the sooner the better, we must come to an understanding with the E.T.U. We are perhaps both wiser than we were.

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Mr. Alfred Lugg, Secretary of the Actors' Association, is writing a series of articles for "The Weekly Dispatch." Including the issue of October 9th four articles have already appeared.

It is clear, from the information and

opinions disclosed, that Mr. Lugg is a thoughtful student of all the forces that condition the position and outlook of the actor. He writes with a candour which is commendable and refreshing in these evasive times, and with a lucidity and precision which makes his articles informing and interesting to readers having little or no knowledge of the theatre or of the environment of the actors. The "Weekly Dispatch" is rendering a public service in giving wide publicity to such an authoritative statement of the case for the actor, and to the necessary reforms in the Art and Commerce of the Theatre.

## Wage Movements.

The Provincial Entertainment Proprietors' and Managers' Association, whose Headquarters are in Manchester, have given notice to terminate the award of Mr. Charles Keen, J.P., who has acted as arbitrator for some years in relation to which is known as the Manchester Award.

The Award covers the variety theatres, several dramatic, and some picture theatres in Manchester, Salford, Liverpool, Preston, Ashton-under-Lyne.

The employers now propose to extend any new agreement or award to Blackpool and Barrow-in-Furness.

The N.A.T.E. will ask that the new agreement or award shall apply to all towns within the Lancashire and Cheshire area in which the two organisations have members.

The Negotiating Committee appointed by the E.C. are T. Cannon, G.S.; J. Wilson (Liverpool), one of the E.C. members for the area; J. H. Mitchell, District Secretary; and T. H. Derbyshire, Secretary of the Manchester, Salford, and District Branch.

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The present award provides for classification of towns, and the question as to what shall be the minimum rates is the most important. The employers have, in the past, asked for a classification of theatres within the same competitive area, but the N.A.T.E. has felt bound to resist such a request, involving, as it does, a variation in the pay for the same service given in theatres opposite to each other; moreover it is doubtful if such a request would be in order under the terms of reference arising out of the revision of the present award; the employers applying to substitute the 1919 award for the present award, being a lower rate of pay.

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On Sunday, Oct. 9th, at 11 a.m., a meeting of the members in the Manchester area took place, which was attended by the Negotiating Committee. On the evening of that day a meeting was held at the Roebuck Hotel, Oldham, between the local members and the Negotiating Committee. On Wednesday, Oct. 12th, our Negotiating Committee and the Employers' representatives met at 11 a.m. Mr. C. Keen, the Arbitrator, in the Midland Hotel, Manchester.

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The Scottish District are negotiating with the Scottish Managers for an all Scotland agreement.

The first proposals of the managers have been unanimously rejected by our Glasgow members.

On Thursday, Oct. 13th, a Conference between the parties took place. Mr. J. D. MacDonald presided.

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The Employers have given notice to revise the existing agreement affecting variety theatres in London. The present agreement terminates on Dec. 31st next. There is thus ample time to prepare new terms.

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On the invitation of the Conciliation Officer of the Board of Trade, a Conference took place between Messrs. Johnson and Roberts, N.A.T.E., and Messrs. Hailes and Everard, Directors of the Granville Theatre of Varieties, Walham Green, for the purpose of settling the strike now proceeding. The meeting took place at the Ministry of Labour Offices, Richmond Terrace, at 10.30 on Tuesday, Oct. 4th, and after a full and friendly discussion adjourned until Tuesday, Oct. 11th, to enable both sides to submit to the Board and to the N.A.T.E. Committee the tentative proposals made by each side at the Conference.

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Plymouth (Theatre Royal and Grand).—Sent up application of 9th June for an increase in wages. On 16th August had Requisition Form sent asking the members to sign. This not being clearly filled in, Variety, Dramatic and Cinematograph Agreements were sent, asking them to state on left side the wages they are receiving, and on right side wages asked, to which they objected. This was brought before the E.C., and the G.S. instructed to write that they must comply with the request. They have now returned the form made out as requested.

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BATH (Theatre Royal).—Application for increase made on 13th August. Requisition Form sent on 16th August, which the members refuse to sign. Secretary, Mr. Summers, wrote on 15th September sending back rule books and cards, " as nobody was likely to join."

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MIDDLESBROUGH.—Request from E. Mayes, the Secretary, that Mr. Wright, the North of England E.C. Member, should interview Mr. Gibson, Managing Director of the New Picture House, West Hartlepool, with reference to the wages of the female staff. Placed before the Sub-E.C. on 6th October, on 10th October Mr. Wright instructed by E.C. to seek an interview and see what he could do.

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TON PENTRE (Workmen's Hall).—Letter from T. O'Brien, 5th October, Llanelly, stating that the staff are threatened with a reduction of 10/- per week after the next fortnight. Placed before Sub-E.C. on 6th October, and as instructed, letter written on 10th to the Manager, asking for an explanation.

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HANLEY.—Letter received from Brother Docksey, June 9th, Secretary, stating that the North Staffs. Branch of the C.E.A. were proposing reductions. Brother Docksey instructed on June 11th not to accept reductions, but to write to the managements and ask for a Conference on June 20th. Conference June 30th, Brother Mitchell attending. Agreed to refer the matter to the E.N.I.C. Letter from J. B. Williams to Mr. Grant, 19 Albion Street, Hanley, 5th July, with reference to same, and reply from Mr. Grant to J.B.W., saying that the Sub-Committee appointed to deal with this question did not agree to refer the question of wages to the Conciliation Board. The G.S. tried on several occasions to get an interview with the Bicolour Circuit, 5 Great Newport Street, on this matter, and on October 4th they wrote saying that if the matter was before the C.E.A. they could hardly be expected to treat, and that the present time was not one to bring up the questions, and on the 7th October, in reply to G.S. letter of 6th, wrote that while the matter was before the C.E.A. we could not expect them to discuss, but if the G.S. still desired an appointment they would fix one. On 6th Oct. Docksey, Hanley, wrote saying that as a Conference was being held in Manchester, his Branch were of the opinion that someone should represent Hanley, as they came under the Manchester Awards. This was sent on to the G.S. on 10th Oct.

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ROCHDALE (Theatre Royal, Bury).—Application sent to Mr. Holland, asking for the Agreement arrived at with the Provincial Entertainments Proprietors and Managers' Association, which had been put into operation in Ashton, to be applied to The Hippodrome, Empire, Coliseum, Ceylon, Theatre Royal, Palace, Pavilion and Public Hall, Rochdale. Reply from Mr. Holland, 18th Jan., saying same would be placed before his next meeting.

Letter received from Mr. Holland, dated Feb. 26, saying he had placed the matter before a full meeting of their members, and it was decided not to entertain the idea at present. Further correspondence from G.S. on 8th Feb. asking for the case to be submitted to arbitration or to the Conciliation Board, as the rates being paid were the lowest in the Lancashire and Cheshire area. Further letter from Mr. Holland, dated 10th Feb., saying he would put the case before his Association, and enclosing a cutting, by which he thought he would be well advised to let the matter rest for awhile. Further correspondence passed with no better result. On 5th Oct., G.S. wrote asking them if they would like their Association represented at the Conference to be held in Manchester on 12th Oct., to which Mr. Holland replied on 7th Oct., that he was instructed to say that " as the Association has always acted on the principle that conditions in other towns are nothing to do with Bury, it prefers to keep its freedom in this respect, and declines to be represented at the Conference."

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WARRINGTON (Royal Court Theatre and Hippodrome). — Macnaghton, Vaudeville Circuit. Notices of reduction given in May and staff gave in their notices. 8th June, G.S. wrote Mr. Dunbar that he had been in communication with Mr. Cook, the Secretary, and the members had agreed to withdraw their notices, which had not had the sanction of the C.O. On 20th July, G.S. wrote to Mr. Warburton, saying he had heard from the Warrington Branch that in spite of a reduction in the staff at the Theatre Royal, the members were asked to accept a reduction in wages, and asking him to receive a deputation of the local branch, as they were feeling very keenly on this matter. G.S. wrote to Mr. Dunbar, The Hippodrome, on 20th Sept., asking that before any reductions took place, a Conference should be held with our representatives. G.S. wrote to Mr. Lawton, 20th Sept., saying that a Conference was to be held in Manchester in October, and asking him if their Circuit would care to be represented. On Sept. 23rd, Mr. Dunbar wrote, saying that he had spoken to one of the Directors on the 'phone, and he understood from him that we had invited a representative to be present at the Conference, and would we kindly inform the Directors at the Head Office time and place of the meeting. This was done, but on 5th Oct., Mr. Lawton wrote that an entire misunderstanding had arisen with regard to his attendance at the Conference to be held in Manchester on the 12th Oct. He regretted the misunderstanding had arisen, and added that the position of business in Warrington had been, and continued so serious, and the losses during the last six months had been so great, that there was a possibility of having to close down.

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LIVERPOOL (Royal Court Theatre and Liverpool Playhouse, and other Houses).—Request for payment on the same basis as the Manchester Award, in December and January. Reply to G.S. that the Managers were not prepared to concede the demand on the basis of this Award, and he was assured that other places in the vicinity, viz.:—Bootle, Wallasey and Birkenhead, were being paid considerably below. Further correspondence on the matter at different dates with Mr. Pigott, *re* the Playhouse; also with Moss Empires *re* not putting into operation the Agreement arrived at *re* Liverpool; but it does not appear to have been settled. With reference to the Royal Court Theatre, Liverpool, Mr. Warburton will attend Manchester Conference.

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LEICESTER (Theatre Royal).—Secretary (Peutrill) wrote on 18th Sept., saying that the Stage and Flys had placed before him and the Committee what they considered a grievance. The usual rates of pay for twice-nightly houses was 13/6 a week, but in the event of a change of scenery, that is a Company playing the first three days and then changing the play for the remaining three days, an extra 1/6 is asked, making the wage 15/-. As they had received this for some time, the sore point was that a Company running an eight months' season, and playing the same piece right through the week, wanted them to come back to the 13/6. Secretary wrote G.S. on 19th Sept. that he had been informed by Mr. King, the Manager, that he thought if Mr. Milton Bode, Theatre Royal, Reading, was written to, he would agree to pay it. On 24th Sept., G.S. wrote to Mr. Milton Bode stating the case, and asking him to accede to the 15/- being paid. Mr. Milton Bode replied that when the question of wages at Leicester last arose at the beginning of 1920, he submitted the matter to his local Manager and after various meetings with officials and deputations from the Staff, a comprehensive arrangement giving considerable advances to all departments was come to. It satisfied everybody and when submitted to him he confirm it. Since then wages had gone down and Theatrical business had experienced a considerable slump. In these circumstances he suggested that the application *re* Leicester should be withdrawn. G.S. reported this to the Leicester Secretary, to which the Secretary replied on 26th September that the boys were very sore on not finding the extra 1/6 in their money, and he was afraid there would be trouble. G.S. again wrote Mr. Milton Bode on 27th Sept., pointing this out, and he replied on Oct. 5th that he had been waiting for the Secretary to call on the local Manager. (This letter was sent to Peutrill, who thought it was meant for the G.S., and so sent it on). Mr. Milton Bode also stated that he hoped this meant the application for the increase had been withdrawn. Peutrill is now waiting the G.S.'s opinion on the matter.

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SEAHAM HARBOUR.—Member G.S. Widowfield wrote on 21st Sept., saying he was only receiving £2 per week for 7 days' work as engineman at the Empire Pictures and Theatre Royal. G.S. wrote to his Manager, Mr. Wallace Childs, Theatre Royal, putting the case before him, and pointing out that this was insufficient for a man to support himself and family on; also wrote Widowfield informing him what he had done, and asking him to advise C.O. if he heard anything, or if he heard from the

Manager he would advise Widowfield. This was on 27th Sept. Nothing further has transpired.

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Leeds.—Schedule for increases sent forward on 22nd April to Hippodrome, Empire, Theatre Royal, Varieties, Queen's (26th April): J. Hindle, Theatre Royal replied that there was already an Agreement in existence which required three months' notice on either side to terminate.

This was given on 28th April. City Varieties replied to the same effect, to which G.S. replied on 2nd May that he was aware of this, and pointed out that the new schedule was sent for the purpose of revising the existing Agreement, and asking for a Conference for the purpose of going into the matter. Queen's Theatre.—Mr. Slingsby (Tivoli, Hull) wrote on 13th May, saying he was quite agreeable to have a Conference. June 9th, Mr. Hindle, Theatre Royal, wrote, saying that at a meeting of the various Leeds Managers it was decided to agree to the renewal of the existing Agreement and rates of pay, including increases granted since the date of such existing Agreement, for a further twelve months, but that it had been their intention to make a reduction. G.S. wrote Mr. Hindle on 8th July asking for a date for Conference. Conference held July 19th at Hippodrome, Leeds. No settlement arrived at, Managers not agreeing to the Clause *re* employing Union labour only. Sept. 19th, G.S. wrote asking for a further Conference, but this has not yet been arranged. Letter in from Gorham, District Organiser, dated October 11th, asking how far we have gone with the Leeds Managers on the wage question.

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Darlington (Court and Arcade Cinemas).—May 8th, 1921, F. Richardson, Secretary, wrote that some members had left, and the cleaners had threatened to leave at the end of the quarter if nothing was done for them. G.S. has been in communication with Mr. Pratt, of the Court, and Mr. Richards, of the Arcade, but with no definite result. Also the matter has been in the hands of Mr. J. B. Williams, who communicated with Mr. Gavazzi King, on 1st June, asking him to use his influence with Mr. Adams to bring about an interview, to which Mr. Williams received a reply, dated June 7th, that the matter was receiving attention. G.S. wrote again to Mr. Williams on July 7th, bringing the matter before him; but there appears to have been nothing done since. On Sept. 7th, Richardson wrote, asking if the matter had been shelved, to which the G.S. replied that it had not, but had been placed before the E.N.I.C., and they had not yet been able to get any satisfactory results.

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Blackburn.—The following houses have also been dealt with by Mr. J. B. Williams, but with no satisfactory result: Burnley Pavilion, Victoria Hall, King's Hall, Star Cinema, Theatre Royal, Prince's Theatre, Palace Theatre, Central Hall, Olympia Theatre.

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Barry Dock.—Requisition Form, dated Sept. 1st, awaiting attention.

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Newcastle.—Requisition Form, Sept. 20th, awaiting attention.

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The London C.E.A. have given notice of a proposed reduction of 15 per cent. upon rates fixed by the "recommended" Agreement. This matter is being considered by the Committee of the Cinema Branch, and a meeting of that Branch will be called to decide their attitude. It seems that the Metropolitan C.E.A. can agree on a reduction sought by its members, but cannot get their members to agree to carry out an agreement negotiated on their behalf. This idea of liberty of action, all the time, for members of the Employers' Union, reduces joint Agreements to an absurdity. The time has arrived for Agreements to bind all members of both Organisations.

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Wage reductions are also asked by the C.E.A. in South Wales. Organiser O'Brien has the matter in hand. A conference arranged, early this month, with the Managers in Llanelly was postponed. We ask that the present rates shall remain until revised by mutual agreement.

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## PLEASE NOTE.

Branch Secretaries and Stewards should let Central Office know at end of this month how many copies of next issue they will want. ONE PENNY will be charged for future copies of this Journal.

## General Meeting of the No. 1 and General Staff Branches, held at the Holborn Empire, on Sunday, October 9th, at 11 o'clock.

Bro. Thorogood, who presided, stated that it was a pleasure to see them, although there were so few present. He then called upon the London District Secretary to give his report and to read the Balance Sheet.

H. Roberts, L.D.C., said this was the first meeting of the Branch as such, since the inception of the L.D.C. This Branch, both numerically and traditionally, is the foundation of the Organisation, and as such, is looked upon by every part of the country, and we are desirous of creating the spirit of unity right throughout the area we cover. It is the express desire of the L.D.C. that every person employed in the industry in London should take his or her part in the movement. At the branch meeting we are desirous that every member should be encouraged to make suggestions and criticise for the benefit of the Organisation. We want candid exchange of opinions. The L.D.C., elected upon a very broad basis, and since has extended its representation to each branch. There are eight branches and groups in London: No. 1 General Staff, Carpenters, Heads of Depts., Scenic Artists, Cinema, Library Branch, and N.A.C.O.; each has its quota of representation. The L.D.C. came into existence at a very critical period, when reaction in every industry, and in ours, had set in very extensively, mainly in ours through the effect of the circular letter circulated by the Managers last Christmas. A very large number of the members took that as a permit to shirk their responsibilities of contributing to the Union, and its effect was greatly felt during the recent negotiations. With many houses disorganised when we tendered our notices for increased rates, as per the Metropolitan Programme as launched at the Palace Theatre last September, the Variety Managers were well aware of the conditions, and at one period they refused to negotiate with us. Mr. Gulliver was the first to meet us, which was in April last. Having secured an Agreement with him to continue the 1920 Agreement until Jan. 2nd, 1922, we endeavoured to get the other Variety Proprietors to accept the same, and it was on July 6th when we were able to get the E.P.A. to agree. The Independent Halls would not agree to that, but they requested us to call a Conference on July 8th, with a view of coming to a separate Agreement. This was done and an Agreement arrived at, but this the Granville Directors refused to adopt, with the result that our members have been on strike for the past eight weeks.

In the meantime we received the notice to terminate the Agreement from the Society of West End Theatre Managers. Their proposals were of a very drastic nature.

Protracted negotiations took place, but eventually an Agreement was arrived at, and we must confess that, taking everything into consideration (although the rates secured were far from what we desired) they were fairly satisfactory.

From April last until we arrived at the Agreement in August, several Managers adopted all sorts of methods to impose other conditions upon their staff, but each one was successfully checked.

We are proud to state that a very much healthier spirit prevails to-day; still we appeal to every member to do all in their power to assist in roping in every person employd in the industry in London. We have now dealt with the bulk of the arrears of work, and every effort will be made by the "Flying Squad" to round up every house. Stewards will be notified when the Organisers will call, and each Steward is expected to notify all members to have their cards ready for inspection by the Organisers, and to report any non-member employed in the house.

We should like every house to form a House Committee, which is the most effective way of dealing with the matter. This method has been adopted at the Theatre Royal, Stratford, and if adopted elsewhere interest will be revived and maintained. A periodical Conference of Stewards and Branch Meetings should take place.

* * * *

Unemployment.—As far as our members, and the Industry, is concerned, we have gone through what might be justly termed as the most abnormal period, and the future outlook is none of the brightest, and behoves all to assist each other. Any member who knows of a vacancy of any description should notify the Office, so that some of our unemployed members might be sent there. This is a practical form of assistance.

* * * *

Important.—When unemployed sign on at the Labour Exchange, if you are refused, make an immediate request that the matter should go before the Local Committee, or the Court of Referees. When doing so, notify the Office, and inform the officials at the Labour Exchange that your Union will take up your case. A very large number of cases have already been dealt with successfully.

* * * *

Compensation Cases.—Any member who meets with an accident, however slight it may appear, should immediately notify his or her employer, or his representative, and not delay until it is too late to make a claim. Several cases have been dealt with, and in one case the whole matter was complicated through the member's neglect in notifying the Office of his accident. It was quite accidental that we heard of the case a few hours of the time limit within the Act, and although the case was encircled with difficulties, we secured £100 compensation for the member.

Back payments, and payments in lieu of notice, have been dealt with, and several items have been secured.

* * * *

Bro. Hogg expressed the desire that an explanation should be given to the Branch why the balance sheet was again submitted to them. The London District Secretary explained that at the meeting held at the Holborn Empire on July 10th, two resolutions were moved—one was the delegation of the powers of the Branch Committees to the London District Council, and the other one was the passing of the balance sheet.

The manner in which the delegation of the powers to the London District Council had been dealt with was challenged by the Sub-E.C. The London District Council thought that one item was out of order; both should have been in the same position, therefore at the express desire of the London District Council, last year's balance sheet was again brought before them, and any member would have the opportunity of asking any questions or any explantion would be given should he so desire.

The 1920 balance sheet of Stage Staff No. 1 was then read. Moved by Bro. Hogg, seconded by Bro. Wolfe, of the Oxford Theatre. "That the balance sheet be accepted." Agreed.

The balance sheet for the first quarter of 1921, Stage Staff No. 1, was then read. Bro. Batchelor asked a question, *re* the item of ¾d. lost time. The London District Secretary replied.

Moved by Bro. Burroughs, of the Garrick Theatre, and seconded by Bro. Wilmott, of the Collins' Music Hall, that the balance sheet be accepted subject to the same being audited.

General Staff Balance Sheet for 1920 was then read. On the motion of Bro. Simmonds, and seconded by Bro. Burroughs, of the Savoy, "That it be accepted." Agreed.

Bro. Atterton then explained the reason why the Sub-E.C. had the matter placed before them, and he as a member of the No. 1 thought that as the business was appertaining to No. 1, and that the meeting called for at the Holborn Empire was a General Meeting of members of all branches, it was only fair and right members of the No. 1 and General Staff should deal with the matter. What he objected to was displacing such members as Bros. Thorogood, Stow and Bowmer, and others, without thanking them for their services.

The London District Secretary then read the Minutes appertaining to the question from the Holborn Empire meeting and the London District Council. Secretary also wished to point out that the 1920 Balance Sheet of General Staff also included the Account of the Cinema Branch, but in future the Cinema Branch would have its own Account.

The L.D.C. Bye-laws (Finance Clause).—Moved by Bro. Finnigan, seconded by Bro. Simmonds: "That the members of this Branch agree to the 30/- contribution per 100 members, as asked for by the London District Council towards their funds for administration." This was carried with one dissentient.

Bro. Hogg moved, Bro. Simmonds seconded: "That the funds of the No. 1 and General Staff be transferred on a certain date to the funds of the London District Council, and that the Branch Committee be carried on until the next General Meeting of the Branch." This was carried with one dissentient.

Moved by Bro. Finnigan, seconded by Bro. Lane: "That the existing Branch Committee be re-elected, and to carry on until the next General Meeting of the No. 1 and General Staff Branches."

It was agreed that the Branch meet on the second Sunday in December, and afterwards quarterly.

Bro. Hogg moved, Bro. McCarthy seconded: "That a sincere vote of thanks be recorded to Mr. Gulliver for his generosity in letting us have the use of the Holborn Empire. He has been exceptionally generous on all occasions.

A vote of thanks to the Chairman terminated the meeting.

## EACH FOR ALL, ALL FOR EACH: UNDER ONE BANNER.

*List of Branches, Secretaries, Organisers, Meetings, Times and Places. Alterations to be Notified to C.O. on 1st of each Month.*

1. Aberdare.—G. A. Hawke, 212, Cardiff Rd., Aberaman.
2. Aberdeen.—A. Petrie, 23½, Skene Sq. Committee last Sunday each month at 6.30 p.m., Trades Hall, Belmont Street.
3. Ashton-under-Lyne.—J. Hardman, 78, Astley Street, Dukinfield.
4. Barrow-in-Furness. — W. Wright, 2d, Ship Street.
5. Barry.—E. R. Harper, 88, Barry Road, Cadoxton. Committee meet first Sunday each month, 6.30 p.m., Walsh's Restaurant, Holton Street, Barry Dock; General Meetings same day and place at 7.30 p.m.
6. Bath.—H. Summers, 14, Westgate Buildings.
7. Birmingham.—F. A. Watson, 158, Witton Road, Aston.
8. Blackburn.—C. T. Swithenbank, 20, Brooksfield Street.
9. Blackpool.—G. Mitchell, 48, Adelaide Street.
10. Bolton.—W. Waring, 4, Woodside Square, Darcy Lever.
11. Brighton.—J. Gibbs, 17, Grove St. Committee Meetings 2nd Sunday, 7 p.m., Canteen, Gloster Road; General Meeting 8 p.m. same day.
12. Bristol.—H. C. White, 8, Blenheim Square, Marlborough Hill. Committee Meetings Oct. 16th and 30th, 11 a.m., at 14, Flax Road, St. Phillips, Bristol; General Meetings Oct. 23rd and Nov. 6th, 6.30 p.m., at Kingsley Hall, Old Market Street, Bristol.
13.—Burnley & Nelson.—J. Bell, 31, John Street, Nelson, Lancs. Committee Meetings first Sunday, 7 p.m., at 31, John Street, Nelson; General Meetings Oct. 16th, 3 p.m., at Carter's Club, Brown Street, Burnley.
14. Cardiff.—J. Hunt, 85, City Road.
15. Carlisle.—J. Hodgson, 5, Annetwell Street.
16. Castleford.—*Pro tem.*, B. Gorham, Organiser. Committee meets last Sunday, 1 p.m. and 7 p.m., Irish Club, Castleford; General Meetings, no definite day fixed, 3 p.m., Council School.
17. Darlington.—F. Richardson, 2, Bakehouse Square, Union Street. General Meeting Oct. 30 at 7 p.m., Greyhound Hotel, Parkgate.
18. Dundee.—T. Phillips, 12, Parker Street.
19. Edinburgh.—M. Christie, 3, Caledonian Crescent. Committee meets last Sunday, 2.30 p.m., Buchanan's Hotel, High Street; General Meetings first Sunday, 6.30 p.m., Gardeners' Hall, Picardy Place, Edinburgh.
20. Ferndale.—F. Jones, 22, The Parade.
21. Glasgow.—A. Carlin, 12, Windsor Terrace. Committee meets Oct. 16th at 12 a.m. (noon), 12, Windsor Street; General Meeting Oct. 16th 6 p.m.; Cinema Workers Oct. 23rd, 6 p.m., both at the Central Halls, Bath Street.
22. Halifax.—T. Turner, 27, North Pde.
23. Hanley.—G. Docksey, 76, Boundary Street. Committee Meetings Oct. 16th, 6.30 p.m., at Foundary St. School Room, Hanley; General Meetings Nov. 13th, 6.30 p.m., at Foundary St. School Room, Hanley.
24. Huddersfield.—S. Armitage, 2, Filbert Street, Birkby.
25. Hull.—H. East, 4, St. George's Ave., South Boulevard. Committee meets Oct. 9th, Argyll House, Anlaby Road; General Meeting Oct. 23rd, 6 p.m., same place.
26. Kilmarnock.—T. Adam, 34, Mill Lane. Committee meets second Sunday at 7 p.m.; General Meetings last Sunday each month, 7 p.m., both in Bethany Hall.
27. Kirkcaldy.—J. Wallace, 53, Dunnikier Road. Committee Meetings 10 p.m. in Theatre; General Meetings Sundays, 2 p.m., at Trades and Labour Council Hall.
28. Leeds.—*Pro. tem.*, B. Gorham, Organiser. Committee meets first Sunday, 11 a.m., Trades Hall, Leeds; General Meeting last Sunday in quarter, 7 p.m. same place.
29. Leicester.—R. A. Peutrill, 11, Eaton Street.
30. Liverpool.—T. Wilson, 13, Albert Edward Road.

31. Llanelly.—T. O'Brien, 23, Pottery Street. Committee Meetings last Wednesday, 11 a.m., at Queen Victoria, Murray Street; General Meetings first Sunday, 3 p.m., Royal Exchange Buildings.

### London Branches.

32. Stage Staff and General Staff Branch Committee meet at King's Chambers (No. 1), Portugal Street, H. Roberts, Sec.
33. Carpenters' Branch.—C. Morris, 80, Bonnington Square, Vauxhall, S.W. 8, Meeting at Black Horse Hotel, Bedfordbury, W.C., fourth Saturday, 7 p.m.
34. Cinema Branch.—Meet at King's Chambers, Portugal Street. Secretary, H. Roberts.
35. Heads of Departments (No. 5) meet at King's Chambers, Portugal Street. Secretary, H. Roberts.
36. N.A.C.O. meet at King's Chambers, Portugal Street, W.C. 2. Secretary, A. W. Muir.
37. Scenic Artistes.—E. I. Hirst, 23, Clyde Terrace, Forest Hill, S.E.23. Meet at 8 p.m. last Tuesday each month, at The Roebuck, Kennington Cross, S.E.

38. Manchester, Salford and District Branch.—Secretary, T. H. Derbyshire. Office, 12, East Street. Usual Committee Meetings third Sunday each month. Quarterly Meeting Oct. 16th, 11.30 a.m., Packers Hall.
39. Merthyr Tydfil.— J. Hall, 4, Gwynne Cottages, Gwaelodygarth. Committee Meetings first Sunday, 3 p.m., Welcome Coffee Tavern, Merthyr.
40. Middlesbrough.—A. Peeling, 68, Bolckow Street. Committee meets last Sunday, 11 a.m., National Reserve, Grange Road, Middlesbrough.
41. Newcastle.—J. Laing, 125, Sycamore Street. Committee meets Oct. 23rd, 7 p.m., Blythe and Tyne Hotel, New Bridge Street, Newcastle-on-Tyne.
42. Newport (Mon.).—J. Perrin, 6, George Street.
43. Nottingham.—G. H. Challand, 68, Seymour Street. General Meeting Oct. 23rd at 7.15 p.m., Peacock Hotel, Mansfield Road.
44. Oldham.—L. Graydon, 14, Charter St. Committee Meetings Oct. 23rd, 7.15 p.m., Roebuck Hotel, King Street, Oldham; General Meeting, Oct. 9th, 7.15 p.m., Roebuck Hotel.
45. Plymouth.—C. Finch, 11, Glanville Street. Committee Meeting Oct. 23rd, 10.30 a.m., Trades Hall, Willow Street; General Meeting, Oct. 23rd, 11 a.m., same place.
46. Portsmouth.—J. E. Randall, 88, Stansted Road, Southsea. Committee Meetings second Sunday, 11 a.m., 26, Lancaster Road, Southsea; General Meetings third Sunday, 6.30 p.m., Trades Hall, Fratton Road.
47. Preston.—T. Miller, 2, Graham Street.
48. Rochdale.—J. Law, 29, Ashfield Road.
49. Sheffield.—W. J. Burns, 91, Eldon Street. Committee meets last Sunday, 12.30 p.m., Empire Hotel, Charles Street; General Meeting, Oct. 16th, 11 a.m., same place.
50. South Shields.—R. Huntley, 148, Stanhope Road.
51. Southampton.—G. Tutt, 14, Southampton Street. Committee 2nd Sunday each month, 11 a.m., 13, Carlton Place; General Meetings last Sunday at 3 p.m., Morris Hall.
52. Southend.—A. Paston, 88, North Avenue.
53. Southport.—W. Whitesmith, 11, Matlock Road.
54. Swansea.—E. A. Howell, 2, Bryn-y-don Road, North Hill.
55. Swindon.—W. Cooper, 3, Dumbarton Terrace.
56. Wakefield.—J. A. Binns, 29, Almshouse Lane.
57. Warrington.—W. Cook, 71, Orford Street. Committee meets Oct. 16th at 3 p.m.; General Meeting Oct. 23rd at 3 p.m., both in Commercial Hotel, Sanky Street.
58. West Hartlepool.—C. Mayes, 24, Bertha Street.
59. Wigan.—T. Tomlinson, 8, Gilroy St. Committee, 2nd Sunday, 6 p.m.; Members at 7 p.m., both in Co-operative Library, off Library Street.
60. Workington & Whitehaven.—E. Lowther, 43, Edkin Street. Committee 2nd Sunday each month at 3 p.m.; Trades Hall, Oxford St.

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Please pass on this copy to a non-member. Published on the 15th of the month.

General Secretary:
TERENCE CANNON.

Telephone:
Holborn 1305.

# The N.A.T.E.
## (National Association Theatrical Employees.)
# JOURNAL.

Vol. I.—No. 11. NOVEMBER, 1921. Price 1d.

## News from Branches.

Edinburgh.—G. Christie, new Branch Secretary, writes on 11th October, that Bro. A. Carlin had visited the Branch. Good work was done in *re-organising* and bringing back the stray sheep.

Every Theatre in Edinburgh was visited, also in Leith and Portobello. The Secretary is convinced that but for this visit of Bro. Carlin's, there would have been a break-up of the Branch. Bro. Carlin also gave him assistance in trying to put the books and Branch property in order. Bro. Carlin left at 5 p.m., 11th October, with the thanks and best wishes of all.

* * * *

Wigan.—Minutes of Branch Meeting, 9th October. Secretary T. Tomlinson reported he had attended a meeting of the Tenants' Defence League, and urged members to join that League. Nine new members were admitted to the Branch.

Mrs. Walkden spoke on the Circular issued by the Government for relief work for the unemployed. She said that this Circular compelled workers to take up work at 11½% less than trade union rates. A strong resolution of protest was proposed, seconded and carried: "That all Trade Unions should strongly object to this Circular."

Collection taken for League of the Blind, which realised 3/6; 1/9 collected at the previous meeting.

West Hartlepool.—Unemployed Members' Scheme. At a meeting of this Branch, held Sunday, 16th October, it was decided that they had nothing to report on this question.

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Birkby, Huddersfield.—S. Armitage Secretary, writes 16th October, that he sees there have been some remarks about branches holding meetings in public houses, and asking them to try and get some other place. He would like to say that in Huddersfield they have a President who is able to conduct a meeting in a businesslike manner, and he does not see why they should find a fresh place. They have a good place, and it is cheaper than another would be, and if it is desired that this, or any other Branch, should continue, he thinks it would be better not to keep bringing these trivial matters forward, if the business of the Society is carried out satisfactorily. (He mentions that they have only had two touring members at their meetings.

Meetings every second Sunday in the month at 6.30 p.m. Committee meetings vary. Place—Tetland Hotel.

* * * *

Glasgow.—A. Carlin, Organising Secretary, writes on 17th October:—

" I am instructed by the members of the Glasgow Branch to ask you to place the following extract of the Minutes of their meeting held last evening, before the Sub-E.C.—

> ' That we, the members of the Glasgow Branch, thank our General Secretary for the manner in which he placed their case for Scotland at the recent meeting with the Scottish Managers on wages question, and further, that same be recorded in the Branch Minutes.' "

Touring Members.—Bro. Stuart Clother, touring member, sent up a complaint on 21st September. He was with Messrs. Dean and Clift, of St. Martin's Theatre, who are members of the T.M.A. That week, for the first time, they were working two matinees. When engaged he was taken on a month's trial, at the end of which time he asked (if satisfactory) for a contract. They replied that they would be glad to retain his services at the existing salary subject to a fortnight's notice on either side, but nothing was said of the contract. Since this, Bro. Clother had heard (unofficially) that only *players* were to be paid for the second matinee. He saw Mr. Clift about this, and also mentioned that when working for another Manager, he was always paid 20% extra for twice-nightly houses, to which the reply was that there would be no twice-nightly. Bro. Clother, however, found that in three weeks' time they were to play twice-nightly, and wrote to the G.S. asking if anything could be done for him. G.S. got into correspondence with Mr. Clift, and not getting any satisfactory reply, asked for an interview. As a result of the G.S.'s efforts, Mr. Clift has decided to pay, and Mr. Clother has written thanking the G.S. for what he was able to do for him.

* * * *

Plymouth.—Application for increase of wage has now been forwarded to the Managers of Theatres, Music Halls, and Cinemas, as per the list supplied by the Branch Secretary, Bro. Finch.

* * * *

Newcastle-on-Tyne.—Application for the Newcastle rate to be put into operation at the Palace Theatre, Newcastle, has gone forward.

* * * *

Barrow-in-Furness.—We started last month to have a line or two in the Journal, and think now we have broken the ice we will have another one or two.

On Sunday last, October 30th, we had our first visit from the General Secretary, Bro. Cannon, also a return visit of Bro. Mitchell, Organiser, Lancs. and Cheshire District.

We held a General Meeting of the Branch in the morning, which was very well attended, and more than pleased to mention, some members who have not been seen in the Club Room for some considerable time put in an appearance which, if they will keep up, will give much more heart and encouragement to the local Committee and officials generally. I must say that as soon as members got to know the G.S. was coming, the enthusiasm and excitement was great, and gave one the impression that the Branch was starting a new life. In the course of his remarks and advice to the members generally, I think a considerable amount of knowledge was gained which will assist us greatly in conducting our Branch in a more satisfactory and efficient manner, and hope that the appeal to all members to attend to their Branch meetings, hear the business, get to know what is being done, help to do it, they will find that they will gain much. I should like to say if our members will only remember their own town motto and its meaning—*Semper Sursum* ("For ever onward")—then the G.S.'s visit to Barrow will not have been in vain.

All places of amusement in the town had been well billed for a mass meeting of all workers in the Entertainment industry, so that we may be able to get hold of the few non-Unionist who are still holding aloof from us.

A mass meeting took place in the evening before a good attendance.

The V.P. in the chair.

Bro. Cannon, G.S., gave a most striking speech on the organisation, the formation, its progress, its aims and objects, making a special appeal to every non-Unionist, several of whom were present and representing many, to immediately join up and assist us to gain that object, which I am pleased to state HAS NOT been in vain, as I have already got new members as the result.

Several questions were asked, and were answered and explained in a most satisfactory manner.

Bro. Mitchell (Organiser Lancs. and Cheshire area) here gave his experiences of the work in this area, explaining how during his 30 years we had progressed and the betterment of conditions we had gained by being banded together, and if we will only keep together and keep on striving, what we might reach.

A hearty vote of thanks was here given to both Bros. Cannon and Mitchell, and which brought rounds of applause, and everybody went away more satisfied than ever, and are looking forward to their next visit to this Branch.

W. Wright, B.S.

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Brighton Notes.—Our October meeting was a great success, the biggest attendance we have had for a long time. Was it Mr. Casey's case that brought so many? If so, I hope the members were satisfied when they heard both sides of the question. Our collection realised £2 to assist Mr. Casey to help to pay his fine; but I am sorry to say he did not keep his promise. Members like him make it bad for anyone else.

I hope other Branches do not have the same trouble as we had at Brighton when Fred Bently was here with his show. He offered 1s. on Monday morning to one of our members after he had unloaded his scenery at the station, and he would not take it, and on Saturday night he refused to pay 18s. to drop his cloths, etc., and get his stuff out of the theatre, but got his own staff to do it.

I think the Branch should thank the Head Office for sending the "Labour Chairman" to them, as it is instructive, and will assist to conduct meetings more correctly in the future.

J. Gibbs, B.S.

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## General Secretary's Report.

I left London on Saturday, 8th October, for Manchester.

Sunday morning, 9th October, I met Bros. Mitchell (Blackpool) and Wilson (Liverpool) at the Packers' Hall, Sorton Street, Manchester. As this was a special meeting for the purpose of ascertaining the feelings of the members with reference to the reduction of wages applied for by the Provincial Entertainments Proprietors' and Managers' Association, I addressed the meeting at length, followed by Bro. Mitchell, and the Manchester members were very emphatic that no reductions could be entertained. A resolution was moved and seconded, and unanimously agreed:—

> "That the Branch Secretary be instructed to inform the Managers' Association of their resolution, also the Arbitrator."

The meeting terminated at 1.30 p.m.

Bros. Graydon and Garside, of Oldham, were present at the meeting, and with Mitchell and Wilson, we journeyed to Oldham for the purpose of addressing the Oldham Branch. This meeting was one of the most enthusiastic meetings I have ever addressed. We had a very cordial welcome. The meeting commenced at 7 p.m. and terminated at five minutes to ten, when I interviewed a deputation from the Rochdale Branch with reference to the E.C. resolution. They appeared to be quite willing to pay up their contributions once more, and thanked me for the information I had given them. They pointed out that the Branch was in a very bad way, and that it would require some hard work on the part of the Organisers to bring the Branch up to our standard again, and asked me if I could address a meeting at Rochdale, as they felt sure it would do a great deal of good. I promised that, if possible, I would address a meeting on the following Sunday, 16th October.

We stayed at Oldham all Sunday night, and on—

Monday morning, 10th October, journeyed back to Manchester, when I called on Bro. Derbyshire to see if he had had any further information *re* the Conference.

Tuesday, 11th October, I proceeded to Liverpool, where I was met by Bro. Wilson, who accompanied me to the Empire and the Court Theatre, where I was detained for a considerable length of time by the Master Carpenter, and eventually the Manager, Mr. Lawrence, who referred to the present existing Agreement, stating they would not be parties to the Manchester Conference, which was to be held next day, and that Liverpool would have to be dealt with separately. Mr. Lawrence further informed me that the Touring Managers' Association were very active with reference to the getting-in and getting-out rates, and they wanted some revision in the price. I pointed out to Mr. Lawrence that we had been trying for a considerable period to get a conference with the T.M.A. for the purpose of coming to an agreement on this question, which was becoming very vexatious every week.

Wednesday, 12th October, I proceeded to Manchester for the Conference at the Midland Hotel. The Conference commenced at 11 a.m., and the Managers insisted, directly the Conference opened, that only their terms of reference should be considered. I was under the impression that Bro. Derbyshire had carried out the instructions of the meeting and forwarded on to the Managers our terms of reference. This, I regret to say, he had not done, and it placed us in a very awkward position, having to be on the defence all the time. I had been under the impression that Mr. Charles Kean was sitting there as an Arbitrator, but it appeared, as the day proceeded, that he had already made up his mind before we had met as to what reductions he was going to allow. This I contended was unfair, and was not the spirit of arbitration at all. I raised a strong protest against his ruling at the end of the Conference. He led me to believe the greater part of the day that the Union Shop question was to be incorporated into the award. When the point was raised, Mr. Broadhead appealed that he should rule it out of order, which he did, and said he would put in the same clause, which he had put in the previous year.

I stated that it was useless to us, and we did not desire it to be put into the Agreement.

The Conference adjourned at 7 o'clock at night, and I caught the 1.10 a.m. train out of Manchester for Glasgow, arriving in Glasgow on—

Thursday morning, 13th October, at 7.43, proceeding to our Glasgow Branch offices, where I met Bro. Carlin, and discussed the Scottish wage question.

It appears that the Glasgow Managers had given notice for a reduction in wages of a drastic nature, asking for as much as 6s. per week off the part-time workers, and as much as 10s. in some cases off the full-time workers; and further, that the new Agreement should only last for six months. I was informed by Bro. Carlin that all the Glasgow members were solid against these reductions, and they had signed the book to the effect that they would withdraw their labour if the Managers tried to enforce them.

I then proceeded to Buchanan Street Station with Bro. Carlin, and met Mrs. Duncan from Aberdeen, who arrived at 1.51. We then met the Branch President, Bro. Hay, and proceeded to the Central Hall, Glasgow, to meet the Scottish Managers at 3.15 in the afternoon. Our Scottish Delegates agreed that I should state the case on behalf of the Union, which I did, getting the Scottish Managers to reduce their demand for a reduction considerably, making the maximum decrease for full-time workers 3/3 per week, and for part-time workers 3/- per week, with an Agreement for a further 12 months. This I promised would be placed before the Scottish members, and the meeting adjourned for two weeks until Thursday, 27th October, when the Scottish members will further instruct their delegates as to what course of action they wish them to take.

I am given to understand that the Glasgow Branch met on Sunday, but up to the present I have not received the minutes of the meeting.

After the Conference, accompanied by Bros. Hay and Carlin, and Mrs. Duncan, we proceeded to visit the houses to see any non-members, and we only came across one, a touring carpenter. After a good talk, lasting about half-an-hour, we convinced him that the N.A.T.E. was worth joining. The Steward promised to give him attention for the rest of the week.

On Friday, 14th October, I proceeded back to Manchester, where I had word from the Wigan Secretary, Bro. Tomlinson, to the effect that some of the houses were breaking away from the Union, and asking me if I would call and see him. I called on our Branch Secretary, who explained the case to me fully, and asked me if I would allow Bro. Mitchell to go over there for a couple of days, which I promised I would do.

I then proceeded to Manchester for a meeting on Sunday morning, to give a report of the Negotiating Committee on the Wage Conference on the previous Wednesday, and I told the Manchester members that I was not satisfied with Bro. Derbyshire's conduct in running between the Managers and the Arbitrator before the negotiations took place, and after they had taken place. I stated that I was of the opinion that the only people he should take his instructions from were the members of his Branch and of his Branch and the E.C.

Bro. Derbyshire got up to reply, and said this was an organised attack upon him, and that somebody else was after his job. This I strongly denied, and I learnt from Bro. Hughes that all the old members of the Branch were being gradually squeezed out of jobs, he himself being one, and it appeared as if there was some underhanded work going on which he could not discover. It was a very lively meeting, and closed at 1.45, after a very hearty vote of thanks being passed to Bro. Mitchell and myself and the Negotiating Committee generally.

I then caught the 2.30 train to Nelson, arriving there at 4.40, where our local Branch Secretary, J. Bell, was waiting to receive Bro. Mitchell and myself.

After discussing the Branch affairs for an hour or so, we proceeded to Burnley, where I addressed a meeting at the Carters' Club. At this meeting many non-members were present from the biggest halls in the town, namely, The Palace and the Hippodrome. I addressed them for three-quarters of an hour, and devoted another three-quarters of an hour to questions, which were very freely put. I then caught the five minutes to nine train to Manchester in the hope of catching the London train that night, to be in the office on Monday. Unfortunately, when I got to Manchester, the 10.48 had gone, so I stayed over till Monday mid-day, when I proceeded back to London.

* * * *

I left London by the 10.30 a.m. on Saturday, 29th October, arriving at Barrow at 5.20 p.m., being met by Bro. Bell, the late Branch Secretary; also Bro. Wright, the present Branch Secretary, and Bro. Mitchell.

We proceeded round the town on Saturday night, to the places of amusement, where I was introduced to most of the members, who seemed very pleased to have the G.S. in their midst.

On Sunday morning, at 11 oclock, I addressed the Branch members, and I may say we had a splendid gathering, particularly the women's section. I wish every Branch would get as many women to attend the meetings as Barrow does. I believe they beat Oldham in this.

This meeting terminated at 1.40, and at 7 o'clock we held another meeting for members and non-members, and again we had a fine turn-out. This lasted till 20 minutes to 10.

As Barrow have sent their own article to the Journal I will not occupy too much space in dealing with Barrow.

On Monday morning I visited the Managers at the Tivoli, Gaiety and Palace, before leaving the town for Newcastle.

I left Barrow by the 10 minutes to 4 train in the afternoon, arriving at Newcastle at 8.51 at night, after a very tedious journey.

I interviewed the Branch Secretary, President and Treasurer and members of the Committee, who were very pleased to welcome me, although they were just as critical as ever, which is a healthy sign.

On Tuesday I proceeded to the Palace Theatre, accompanied by Bro. Mitchell, with reference to the Wage Agreement of last January not being complied with. The proprietor of this particular hall was, until Tuesday night, Lord Mayor of Newcastle. I did not see him, but saw his son. He stated that he had been very ill, and was not in touch with the Agreement, which we held had not been complied with, and stated that his father, the Lord Mayor, was at that moment in London, and that it would be advisable for us to adjourn the Conference until Friday, November 18th, as he could not settle the question at issue. It was agreed by Bros. Mitchell, Wright and myself, that we adjourn till Friday, the 18th, when Mr. Rowe Junior said he hoped we could come to an amicable settlement.

At night time I proceeded to the Theatre Royal and held an outdoor meeting of the staff at 11.10 p.m., advising them that, in the event of the management approaching them *re* the wage application they were to inform them that the matter was in the hands of the Union, and would be dealt with at the Conference on the 18th.

I then proceeded to the station to catch the 1.12 a.m. from Newcastle. Unfortunately all the trains were packed to suffocation, and, not feeling like standing up all the way from Newcastle to London, I turned into the waiting room until 7 a.m., when I got my train back, arriving about 3.30 p.m. on Wednesday.

## Financial Secretary's Notes.

Complaints.—Complaints from individual members, particularly those concerning contribution stamps and membership cards, are difficult to deal with on account of the delay in reporting. This remark applies particularly to the London area. Members are constantly querying arrears of contributions which should have been questioned on the previous cards. In other words, complaints are about three months late. During the past month one minor complaint referred to an application for assistance from the Benevolent Fund. In this case the complaint was four or five months old. One would have thought that had the member been seriously in need of assistance and had sent in an application as alleged, he would have taken the trouble to follow the matter up earlier. Since the Executive Committee adopted the practice of issuing new members' cards direct to the private addresses few complaints have been received on these grounds. Usually the complaint centres round the handing of an application form to a steward or a secretary. The same remark applies in these cases. There is a statement on every application form requesting the applicant to communicate with Central Office within 7 *days* if no acknowledgment is received. The last complaint of this nature was about 7 *weeks* out of date.

A more serious complaint has been made by a member of a provincial branch. In this case the Organiser was able to visit the Branch within a few days of the complaint being received. Unfortunately the complaint was not well-founded, and while the Organiser's visit was not wasted, the time thus spent could have been better employed owing to other pressing cases needing his attention.

* * * *

Issue of Stamps.—At least half-a-dozen Branch Secretaries applied for issues of stamps since the end of the third quarter, and have failed to send the customary remittance on account. Their attention has been drawn to this practice in each case, and usually the matter has been remedied by the Secretary visiting the stewards and collecting the contribution money. As it seems necessary, however, we repeat the statement made on page 124 of the Journal (August issue): "There is something wrong in your Branch when neither stewards nor other officers have supplies of stamps. These supplies are never stopped without authority of the Executive Committee." The complaints regarding issue of stamps from Central Office which were, unfortunately, very frequent 15 months ago, cannot now be charged against the C.O. As stated above, if secretaries and stewards carry out their duties, there is no difficulty in getting supplies of stamps, neither is there any delay in their despatch.

* * * *

Union Contributions.—Various announcements have been made in the Press during the month regarding the drain on Union funds owing to unemployment and other causes. One of these Unions—the National Union of General Workers—which contains many of our members, has been compelled to give up the administration of State unemployment benefit. As this is one of the Unions that is constantly being quoted to us as to the weekly contribution paid and the benefits given, it may interest members to know that this Union is not satisfied with the low contributions, and has warned its members that at the next delegate meeting an increase may be recommended.

* * * *

Branch Notices.—Most of the notices duplicated at Central Office for Branch use, read very much on the same lines. We should like to congratulate Mr. East, the recently elected Secretary of Hull Branch, on the following paragraph in his circular of the 19th October:—

> "It would be an agreeable and refreshing change to see a decent muster of members of both sexes, instead of the few 'regulars,' and it would show at least that the 'others' had a slight interest in the doings of the Organisation of which they are members."

Banking Accounts.—The quarterly account form "K," which was revised recently, requires Auditors to state in whose hands the Branch monies are held. This apparently caused some little trouble in one or two cases, as officers of the branches concerned have not realised that money held as their branch fund, which is not remitted to Central Office, has to be accounted for at some time or other. Every branch should have its own banking account, as per Clause 1 of Rule 25. As the C.W.S. Bank is the official bank of the Union, and arrangements can be made both for depositing and withdrawing money from the local retail co-operative society, this bank should be used as far as possible. The alternative is mentioned on page 91 of the Journal (June issue). If money is regularly banked at least once a week, and particularly after a meeting, there would be no danger of branch officers being unable to account for cash at the end of the quarter. Members generally should note that the National Co-operative Bank, Ltd., which recently suspended payment, has no connection with the Co-operative movement, nor with the banking department of the C.W.S. Established about 10 years ago with a capital of only £100, it is surprising that the N.C. Bank should have survived the war.

* * * *

House Arrears.—The Theatre Royal (Stratford) claim to have a record in low arrears, 1/6 on 27 cards for second quarter.

I have two places here in Barrow (30 members) who have all sent in their cards, and Arrears (Nil). What Branch is beating this? *Come on Barrow again!*

## London Notes.

Granville Theatre Dispute.—A fairly satisfactory settlement of the Granville Theatre dispute was arrived at on October 19th at the Ministry of Labour. The dispute throughout has been strenuously fought with the support and the admiration of the local Trade Union movement. We have re-established the right of collective bargaining, regained the Trade Union rates, and access granted to our officials into the house. This fight has been an expensive one to both sides, but it was essential to safeguard the welfare of the workers in the industry. The result has justified our action. The London District Council is satisfied with, and recorded its appreciation of, the assistance rendered by all to achieve a success. Naturally a strong resentment exists towards those who assisted to prolong the dispute, notably against those members of the E.T.U. who remained at work.

* * * *

Heads of Department's Branch.—This Branch has recently been re-formed, and the prospects are that it will become one of our most active branches. Branch Meetings are arranged for the first Tuesday in each month at the "Black Horse" Hotel, Bedfordbury, W.C.1, at 3 p.m., and every Head of Department is cordially invited to join this Branch, and take the desired interest in the welfare of the Union. Further information will be furnished by the London District Secretary, or the Branch Secretary, Bro. A. E. Portsmouth.

* * * *

Wage Negotiations.—The C.E.A. some time back made a request for a 15% reduction upon all rates in the "Recommended" Scale of the 8th September, 1920. Such reduction, in our opinion, is most unjustifiable. We shall strenuously contend for an Agreement that will be applicable to both parties. Negotiations are now proceeding, and it is up to all members to be loyal to the cause. The method of individual agreements might be proposed by the employers, and if so, it should be resisted by us. The only way to solve the issue satisfactory to our members is by a Metropolitan Agreement.

* * * *

A Social Club and Headquarters.—Consideration is being given to this matter. The venture would be an expensive one. It is worthy of the consideration of every member. The investment will be a sound one. If we had such a place in existence to-day we would not witness such irksome sights as we do—our members waiting hours on the stones for a casual job here and there. Unemployed members could be registered and engaged at the Club. Members who are interested should furnish the Secretary with suggestions, and intimate if they are prepared to take out shares purchased on the instalment basis.

* * * *

The Great Round Up.—We are looking up the non-members! Although the campaign of "Show Cards" has only recently commenced, it has had a remarkable effect. There is every prospect that it will soon be almost impossible for any person to secure a situation without holding a ticket, in the West End. Too long have we tolerated this terrible apathy amongst the workers, and it is the duty of every member to render assistance to the Steward and to the Organisers when they pay you a visit. There is no reason for any member to "nurse" a grievance; if you have one, either alleged or real, forward it on to the London office with particulars, and it will be dealt with, and, if possible, remedied. The "hackneyed bogie" of the neglect of the Steward is not sufficient to cover the member's fault. See that your house has a Steward, also a House-Committee, if you are desirous of Unionising the industry.

* * * *

Sports and Recreation.—Serious efforts should be made during these winter months to revive and foster healthy recreation, and a social evening, periodically, will assist to strengthen the bond of fellowship in our ranks. The Annual Sports, which used to be an event of the pre-war period, should again take place. The L.D.C. are taking these matters into consideration at their next meeting, with a view of cultivating the ability that is now dormant in the ranks of our members, and to create a fund for the relief of unemployed members.

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## Organising Report.

By A. W. Muir.

On 17th October I proceeded to Bristol for a week's campaign, mainly amongst the Cinemas. I realised on my arrival that I had an uphill task before me, but plodded away. The visit on the whole was a success, and new members were enrolled.

The Officers and Committee are well alive to their responsibilities, and are as keen a body as I have met in my travels, each devoting all spare time at his disposal to assist me during my stay. The Secretary, Chairman and Treasurer are worthy of special mention.

If all members here will stick to their Officers, and assist them in a determined effort, Bristol should soon be "second to none."

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## SPECIAL NOTICE.

*Contributors please note that copy for insertion in next issue must reach the C.O. not later than the 1st of the month. Owing to the demands on available space, Reports, etc., should be as brief as the facts permit.*

## Notes by the Editor.

The "Tipping" question has been made the subject of comment in "The Performer" and elsewhere. We cannot altogether approve some of the comments made, as the criticism of representatives of one Organisation upon the policy of another Union should have some relation to the facts bearing upon the efforts made by the Union concerned to remove the cause of complaint.

For these and other reasons we will publish, as soon as space permits, the terms of an Agreement entered into in 1919 between ourselves and the V.A.F.

It seems as if some representatives of the V.A.F. are still suspicious, as they do not reciprocate in their comments the spirit of goodwill shown in that Agreement. To make matters clear as to our position, we consider that no member of this Union should be, in any way, a party to the "Tipping" system; that every member should co-operate to abolish it. The Agreemnt makes clear the services the employee should render for his wages from the management. In any case, and, at all times, courtesy and goodwill should cheerfully be shown by one Trade Unionist to another, whether he be a £100 a week star artiste or a stagehand.

To solicit a "Tip," to show an expection of a "Tip," is to show a poor spirit, a want of self-respect.

We know that the wages of resident, provincial, Heads of Departments, are lower than they should be, because it was an old custom of the touring companies to give these men a sum of money at the end of the week, mainly for general supervision of the property of the touring company during the week. The Touring Managers have tried to stop this custom before affording the Union time to adjust wages to allow it to terminate without injury to the men engaged on terms recognising this custom. The case of the artistes is a little different; they should not be expected to "tip" any man for doing what the management pay him to do, or for acts of courtesy which are due from men and women to each other.

The "Tipping" system did generally, and to some extent still conditions both Staff wages and Artiste's salaries. ManaManagers knew the custom existed generally in the past. They knew it because artistes referred to it as one of the reasons for putting up and keeping up their salaries. The statements made to Managers by artistes came back to those who negotiated wage agreements for the Staff. The abolition of the custom will help to adjust, on a higher scale, staff wages and artistes' salaries on a lower scale, where justifiable in the case of artistes.

* * * *

The V.A.F. should bear in mind that their members created the custom, and that it arose from the desire of some artistes to secure special favours. Heads of Departments paid a low wage allowed themselves to be corrupted by money gifts to grant these special favours. The artistes who made these gifts thought they got, and probably did get, favours not given to their more conscientious, penurious, or parsimonious fellow artistes, and thus the custom grew, corrupting some, exasperating all concerned, and arousing envy and distrust among the staff.

* * * *

The "Tipping" system should be abolished, as we recommended, for reasons of self-respect and justice. It is a black cloud that has no silver lining for someone, and the N.A.T.E. stand to gain more from the abolition of the "Tipping" system, in all ways, than by its retention.

Will Stewards and Branch Officers please consider matter?

* * * *

The E.C. has offered, free, the use of a column in each issue of our Journal to an appointed representative of the Musicians' Union, the Actors' Association, and the Variety Artistes' Federation, for them to comment, when they think fit, upon the objects, policy, or methods of this, their own, or any of the other four Unions connected with the industry, in order that a better understanding between them on these matters, or on others affecting the industry, may be established. Such contributors would be allowed the same wide latitude of expression as is recognised by the E.C. as the right of every member of our own Union. This invitation to the Unions named has been sent without any implied condition as to reciprocity on the part of those controlling the Journals published by the other Unions.

THE AWARD BY AGREEMENT of Charles Kean, Esq., J.P., *re* matters under discussion at the Arbitration Proceedings on Wednesday, October 12th, 1921, at 11.0 a.m., at the Midland Hotel, Manchester, between Members of the Provincial Entertainments Proprietors' and Managers' Association, Limited (Secretary P. Percival, Registered Office, 73 Bridge Street, Manchester) and The National Association of Theatrical Employees (Registered Office, 29-31 Portugal Street, London, W.C.2.) Mr. Charles Kean, J.P., Arbitrator.

The following establishments are concerned in the Arbitration:—

Manchester.—The Palace, The Ardwick Empire, The Osborne Theatre, The Junction Electric Theatre, The Queen's Park Hippodrome, The Hippodrome, The Hulme Hippodrome, The Metropole Theatre, The King's Theatre.

The Palace, Salford; The Hippodrome, Salford, The Crown Theatre, Eccles.

Blackpool.—The Tower, The Winter Gardens, The Opera House, The Grand Theatre, The Palace Theatre, The three Piers and the Pleasure Beach.

The Empire, Hippodrome, and Palace Theatres, Preston.

The Empire and Pavilion Theatres, Ashton-under-Lyne.

The Victory, Empress, Palatine and Alhambra, and the Shaftesbury Cinemas, Manchester.

The Tivoli and Royalty Theatres, Barrow-in-Furness, The Regent Palace Cinema, Salford, The Pavilion Theatre, Liverpool.

1. The present rules and conditions of employment, etc., in the above-named Theatres to continue.
2. This agreement to date from Monday, October 31st, 1921.
3. This agreement shall remain in force for a period of 12 months, The National Association of Theatrical Employees on the one hand, or the Provincial Entertainments Proprietors' and Managers' Association, Limited (for the Theatres named herein) on the other hand, may give three months' notice in writing on or before July 30th, 1922, to the other party with regard to a further Conference being held to discuss this agreement with a view to alter, vary, cancel, or put an end to the said terms and conditions, or any of them, for, on and after October 30th, 1922.
4. *Day Staffs in Manchester, Salford, Eccles and Liverpool.*—Adults employed in the Theatres herein named as weekly employees to accept a decrease of five shillings (5/-) per week, with a minimum of Two Pounds Seventeen Shillings (£2 17s.) per week for men; and, Three Shillings (3/-) per week with a minimum of Two Pounds Two Shillings and Sixpence (£2 2s. 6d.) per week for women. Where bonuses are being paid, the same shall not be looked upon as an advance, nor shall such bonuses be reduced or stopped on account of this decrease, meaning that all such employees on October 31st, 1921, are to have the decrease from the previous Award, as stated in this Clause.
5. *Night Staffs* (Adult Male and Female)—

   (*a*) *Nights.*—Scenemen, Flymen, Lime-men, Property men, Stage Door men. Checkers, Doorsmen, Ushers, Money-takers, etc., etc., employed to work the performance, shall be paid at twice-nightly houses, 3/5 (Three Shillings and Fivepence) per night, being a reduction of 4d. on the rates awarded in October, 1920.

   (*b*) *Matinees.*—Night Staffs (Male or Female) for Matinees as above classified (Lady Ushers excepted) for Matinees, 2/11 (Two Shillings and Elevenpence), being a decrease of 4d. per Matinee on rates awarded in October, 1920.

   (*c*) *Bonus Clause.*—Where bonuses are being paid to Night Staffs the same shall not be reduced or stopped on account of this reduction.

   Note.—Lady Ushers, 2/5 (Two Shillings and Fivepence) per Matinee, being a decrease of 4d. per Matinee on the rates awarded in October, 1920.
6. *Cleaners.*—To receive a decrease of 2/6 (Two Shillings and Sixpence) per week, with a minimum wage of £1 7s. 6d. (Twenty Seven Shillings and Sixpence) per week. "For Sunday Work" to receive 6/6 (Six Shillings and Sixpence) for a period not exceeding four (4) hours.
7. *Rehearsals.*—All sections of employees required to attend any rehearsal shall be paid as follows: The time to be reckoned from the time of calling, and the employees to report for duty at the time of calling.

   Between 8 a.m. and 11 p.m., One Shilling and Fivepence (1/5) per hour with a minimum of Five Shillings and Eightpence (5/8).

Between the hours of 11 p.m. and 8 a.m., Two Shillings and Tenpence (2/10) per hour with a minimum of Eight Shillings and Sixpence (8/6). When the rehearsal is a continuation of an evening performance, the rate shall be Two Shillings and Tenpence (2/10) per hour.

8. Men who are employed in any stage department from day to day, and who are not engaged as weekly servants, shall be paid not less than One Shilling and Fivepence (1/5) per hour for time worked between 8 a.m. and 5 p.m., subject to no period being less than four hours, with a minimum of Five Shillings and Eightpence (5/8).
9. The normal working day of the employees engaged by the hour to terminate at 5 p.m., on the first five days of the week and 1 o'clock on Saturdays. Overtime rates for all sections to be:—

   From 5 p.m. to 8 p.m., Time and Half.

   From 8 p.m. to starting time next day, Double Time.
10. All work on Saturday afternoons (excepting work during a public performance), Sunday Good Friday, and Christmas Day, to be paid for at the Double Time rate.

Further, in continuation of my Award, I hereby declare and Award that Supers and Dressers engaged for Stage Performances are to be paid in Twice-nightly Houses 3/5 (Three Shillings and Fivepence) per night, and 2/11 (Two Shillings and Elevenpence) per Matinee, and in Once-nightly Houses, 2/11 (Two Shillings and Elevenpence) per night and per Matinee.

And further, in continuation of my Award, I hereby declare and Award the foregoing reductions on the Manchester, Salford, Eccles and Liverpool rates of pay shall also be operative upon the rates of pay for the Barrow-in-Furness, Ashton-under-Lyne, and Preston establishments above named in this Award.

And further, in continuation of my Award, I hereby declare and Award the following rates of wages for the Blackpool establishments above named in this Award:—

1. Male Adults (day staffs) to accept a reduction of 5/0 per week, with a minimum of £2 15s. per week. Women day staffs to accept a reduction of 3/- per week, with a minimum of £1 12s. 6d.

   This decrease to be operative on and from the first full pay-day commencing October 31st, 1921. The present working hours, Monday to Saturday (inclusive) times and conditions to continue.

   Each regular worker who completes one year's service to have One Clear Week's Holiday with Salary per annum, and each summer seasonal worker of not less than 13 consecutive weeks to receive at conclusion of season's engagement One Half of One Week's Salary in lieu of Holiday.

   (This Rule excludes Gas Workers, Steamer Workers, Temperance Bar, Billiard and Café Staffs, and Craft Union Workers.)
2. Casual Workers in any department from day to day, who are not engaged as weekly servants, shall be paid not less than 1/2 per hour for time worked between 7 a.m. and 5 p.m., subject to no period being less than four consecutive hours between 7 a.m. and 5 p.m.
3. The normal working day of the employees engaged by the hour to terminate at 5 o'clock p.m. Overtime rates for all sections to be as follows:—

   From 5 p.m. to 8 p.m., Time and a Half.

   From 8 p.m. to starting time next day, Double Time.

   All work on Christmas Day, double time rates.

   All work on Good Friday to count as an ordinary day.

   For Sunday work of not more than 6 hours' work: Men, 10/-; Women, 6/-.

   All over 6 hours on Sunday to be at double ordinary time rate. Night men, 5/-; night women, 3/6.

   NOTE.—For the three Piers for the full Sunday, as now worked, the rate to be 11/0; and 5/6 for a Half-Sunday, as now worked.
4. Employees, Scenemen, Flymen, Limemen, Property men, Stage Door men, Checkers, Doorsmen, Ushers (male or female), Cloakroom Attendants (male or female), and Moneytakers, employed to work a performance, shall be paid 2/11 per night and 2/8 per Matinee.
5. Night employee's overtime to be charged for at the rate of 4d. for each 15 minutes or any part of same for any time in excess of 4 (four) hours per night for the Stage Staff and 4½ (four-and-a-half) hours for the front of the House Staff; and 4 (four) hours per Matinee for Stage Staff, and 4½ hours per Matinee for the front of the House Staff, combining the

excess time on the performances given in any week.

6. *Rehearsals.*—All sections of night employees required to attend any rehearsal shall be paid as follows, the time to be reckoned from the time of call, and the employee to report for duty at the time of call.

   Between 7 o'clock a.m. and 5 o'clock p.m., 1/2 per hour, with a minimum of 4/8 (Four Shillings and Eightpence).

   Between 5 o'clock p.m. and 11 o'clock p.m., 1/4 per hour, with a minimum of 3/6 (Three Shillings and Sixpence).

   Between the hours of 11 o'clock p.m. and 7 o'clock a.m., 1/7 (One Shilling and Sevenpence) per hour, with a minimum of 5/6 (Five Shillings and Sixpence); when the rehearsal is the continuation of an evening performance the rate shall be 1/7 (One Shilling and Sevenpence) per hour. Getting in or out scenery on Sundays, and all rehearsals on that day, Double Time rate.

7. These Terms and Conditions not to reduce existing terms of pay where such terms are higher than fixed in this Agreement.

8. Supers and Dressers, where employed by the Managements, to be paid at the same rates and conditions as Stage employees.

9. The foregoing Terms and Conditions shall apply only to persons of eighteen years of age and upwards.

10. Women Cleaners shall receive not less than 27/6 (Twenty Seven Shillings and Sixpence) per week, and the normal hours not to exceed 36 working hours per week, excluding Sundays. A minimum of 6/- (Six Shillings) to be paid for Sunday work for a period not exceeding four hours; overtime rates as per Clause 5.

11. Women Cleaners working less than 6 hours per day to receive 1/- (One Shilling) per hour, with a minimum of 4 (four) hours per day.

12. Employees between 16 and 18 years of age to receive a minimum of 1/2 (One Shilling and Twopence) per Show; if employed weekly a minimum of 20/- (Twenty Shillings) per week of six days. Sunday, Good Friday and Christmas Day work to be paid for *pro ratio* on the same basis as adults as to times and conditions.

### GENERAL.

The application for one day and night off per month for all day staffs, also a night off per month for all night staffs, was, by agreement, deleted. The request for double-time pay for Bank Holidays was also deleted by agreement, also the Preference Clause and the suggested London Area Preferred Clause.

Should the National Entertainments' Industrial Council, during the period of this Award, arrive at a decision with regard to a Preference Clause, and embody such Clause in Awards given and Agreements arrived at under the Rules, Regulations and Constitution of the National Entertainments Joint Industrial Council, *such Preference Clause to be accepted by both Parties to this Award, as an added Clause to my Award dated October 12th*, 1921.

Any questions upon the construction or interpretation of this Award shall be referred to me for decision.

This Award shall come into operation in the week commencing Monday, October 31st, 1921.

As witness my hand this 15th day of October, 1921.

*(Signed)* CHAS. KEAN,
5, Regent Road, Salford.

[We understand that Mr. Kean is in error in describing his Award as arrived "by Agreement" with the N.A.T.E. The N.A.T.E. representatives did not agree to its terms. See G.S. Notes.—Ed.]

## **Notes by C. B. Finley.**

Below are the names of London Theatres, Music Halls and Cinemas which I visited from October 5th to the 31st:—

Camberwell Empire.—I interviewed the Steward. Reports O.K.

Golden Domes.—Steward's Report. O.K.

Grand Hall, Camberwell.—Steward's Report. One member not paying.

Purple Cinema.—Steward's Report. O.K.

Old Kent Palace.—One non-member. Good.

Brixton Palladium.—Fair.

Brixton Pavilion.—Bad.

Premierland, Commercial Road.—Bad.

Lasky Players' Studio.—O.K.

Stoll's Studio, Cricklewood.—Good.

The Alliance Film Co., St. Margaret's, Twickenham.—Bad.

The Cinema, Beresford Sq., Woolwich.—O.K.

The Premier, Woolwich.—O.K.

The Trafalgar, Greenwich.—Fair.

The Tower, Rye Lane, Peckham.—Good.

The Imperial, Clapham Junction.—Bad.

Lavender Hill, Pavilion.—Good.

The Queen's Cinema, Forest Gate.—Fair. I visited the last-named place seven times this month, and am pleased to say that everything is all right now.

The Premier, Ilford.—O.K.

The Coronation Cinema, Manor Park.—This place I am having a lot of trouble with.

The Golden Domes, Streatham.—Good.

The Palaseum.—Good. I visited this house in the absence of Bro. Muir—who was away at Bristol—to deal with a complaint from members of a reduction in their wages. Interviewed Manager, settled to the members' satisfaction.

Stoll's Picture House, Kingsway.—Bad.

Some of the above Cinemas I have visited several times this month.

There are many Cinemas which I have not been able to visit this month. New members in Cinemas this month—sixteen.

Now I will deal with the work of the N.A.T.E. "Flying Squad." We are out at last, and believe me, it has been a very exciting month. This is going to be one of the most successful moves we have made, and if we get the whole-hearted support from our members, by December the 31st the non-member, if he then exists, will find it very difficult to get a show in the West End.

I realise that a lot depends on the Heads of Departments. I am of the opinion that the men or women who are not members are just as much a danger to the Heads of Departments as they are to any other section. Another point is, that every non-member who is given a job in any Theatre, is keeping a member out of a job, and that also applies to Heads of Departments.

I have received many complaints from members with fully paid-up cards who cannot get a show. Some old men who know the business from A to Z.

This kind of thing will not exist much longer. I feel sure the members will co-operate with the officials who are now visiting every Theatre and Music Hall for the purpose of converting the non-members and Unionising the Entertainment Industry for ever. If this is not done, you will lose all you have gained, and the Union will be where it started.

The non-member has been eliminated from the Entertainment Industry in New York, he should be eliminated from the West End of London, the centre for Productions.

Names of Theatres and Music Halls visited this month:—

Theatres.—Oxford, H.M.T., Savoy, Little, New Theatre, Strand, Aldwych, Daly's, Criterion, Queen's, Coliseum, Wyndham's, Victoria Palace, Prince of Wales', St. James's, Prince's, Haymarket.

We have rounded up many non-members in these theatres.

Music Halls.—Kilburn Empire, Metropolitan, Bedford, Finsbury Park Empire, Wood Green Empire, Hammersmith Palace, Chiswick Empire, Ilford Hippodrome, Stratford Empire, Olympia, Shoreditch; London, Shoreditch; Golder's Green.

Have your card ready, please.

I have met many members who have not been able to keep their cards clear. Once again I remind members that part of their contribution is allocated to a Benevolent Fund to help members when in distress.

* * * *

I visited two of our old members, Bros. Freeman and Lawson, who were lying next to each other in the Lambeth Infirmary, in Ward C.1. (Brothers, please note. Visiting days—Sundays and Thursdays.)

* * * *

I visited Chatham on October 17th to form a Branch, and called on nearly all Cinemas, Music Halls and Theatres. Interviewed Mr. Cooper, Stage Manager, Empire.

I then interviewed the Chief Operator, The Picture House—Mr. Cook—who said he would only be too pleased to join; also Chief Operator Mr. Miller, National Picture Hall, who agreed to join.

GILLINGHAM.—The Invicta Picture House. Interviewed Chief Operator S. Haples.

STROOD.—The King's Hall—Closed till 6.30.

The Royal.—Interviewed Mr. Whitaker *re* arranging for mass meeting if it should meet with the Committee's approval.

I am of opinion that a mass meeting would lead to the formation of a Branch at Chatham. I have suggested that a letter be sent to Mr. Cooper for the courtesy shown to me. Mr. Whitaker will let Head Office know if he is successful in getting a room.

## Stage Whispers.

BY LISTENER.

If those members who backed "Our Prince" in the Cambridgeshire, would not have been better off if they had backed their contribution card with a couple of sixpenny stamps? Curzon (curse-on) the tips!

If some of the slackers and dodgers have not got brain fever trying to find out excuses when the "Flying Squad" appears on the scene?

* * * *

Is it a fact that some of the non-paying members in the West End have got the wind-up, and are crying out "Intimidation!" when asked to produce their card?

* * * *

If it is a fact that owing to the many calls made on our G.S.'s time by the Provincial Branches, the E.C. are considering the advisability of having a Travelling C.O.? The F.S. says "Nothing doing." (Expense, I suppose.)

* * * *

When the Musicians' Union and the N.A.T.E. are going to form a fighting federation, and how many more ballots it will be necessary to take before this is brought about? We cannot solve the Printers' unemployment problem.

* * *

If some of our Organisers are not studying geography to entertain the E.C. with on 10th January, 1922, and if it is true that the E.C. are arming themselves with mallets for the occasion?

* * * *

If it is a fact that the Oldham Branch are planning a picnic to London, and that they require 52 33-seater charabancs, also 104 streamers, labelled "Oldham Branch, N.A.T.E" ? Good luck to them!

* * * *

Hush—not a word! The ghost of the Theatrical Workers' Club is moving. They say he is going to issue a Bill for Shareholders. More later.

* * * *

Whether the Association of Touring Managers are making a battle ground of other people's Theatres between the Unionist and the non-Unionist workers; and are resident managers a bit slow to allow it?

* * * *

They say that Charles Gulliver, Esq., is Managing Director for 29 English Halls and one French. Who said "National Agreements"? Obviously C.G.'s motto must be "Organisation." Members—please note.

## The Moving Picture Operator.

By the Editor.

The question whether the Moving Picture Operator should belong to the E.T.U. or to the N.A.T.E. has aroused a controversy which, in spite of the decision of the Scottish Trade Union Congress Committee, has spread from the platform through the Trade Union Journals to the Trade Press.

The E.T.U. claim the Operator because they classify him as an electrical worker. The N.A.T.E. claim the operator because they classify him as a Showman—because, whatever knowledge of mechanism he may have, or be required to have, it is only as one of the means to the end, that being to show a picture in such a way as will give effect to the purpose of the producer of that picture.

It is his knowledge of the arts and crafts, of the means to the end he serves, which qualifies the Operator. The possession of this knowledge, the use of this knowledge, makes or mars the success of "a Picture Show."

The E.T.U. ignore some very important facts. It is a fact that when the moving picture was introduced, the Operator's position in the industry, and his remuneration, were much higher than now. The Operator did his work before electricity was used, either as a source of power or as an illuminant, to exhibit a moving picture.

The use of electricity is, therefore, not indispensible; it has come into common use, because it is cheaper and more convenient, both as a source of power and as an illuminant. It would be foolish to contend that because, in some unimportant part, some change took place in the means used by an Operator, his primary function, or his importance as an Operator has changed. One might as well contend that, because the driver of a handsome cab is now the driver of a taxi, he is no longer a driver but an electrical worker, and should join the E.T.U. and not the Vehicle Workers' Union.

It is true that a knowledge of electricity, and of some electrical appliances, is now generally required, but only because such means have been substituted for other means not now so convenient to use. What have such changes to do with the art of operating?

We invite Operator to read the syllabus printed below. That syllabus was issued by the Cinema Trade Advisory Committee set up by the Ministry of Labour and of Pensions to train disabled men during the War for the position of Operator. That syllabus was based upon the examination papers issued by the N.A.C.O., the N.A.C.O. form being found too drastic in some respects.

It will be found that among the six main points set out in the syllabus, only one alludes to "the illuminant," and that includes other forms beside electricity.

The art of projecting a picture onto a screen is independent of the use of electricity. The thoughtful Operator who realises the possibilities of Cinematography—still in its infancy—will not merge himself among electrical workers whose speciality is only partly connected with the Amusement Industry, and only connected as a mechanical aid to the special functions of that industry.

Every Operator should realise that past neglect, lack of appreciation of their own worth and importance, indifference shown to the term "handle turner," have caused their present unsatisfactory conditions.

If, now, the Operators, with deliberate intent, accept and sanction classification as electrical workers, and merge themselves in the E.T.U., they tacitly accept the term "Mechanic," with all the limitations attached to that term.

Organised as they should be with and within the industry, in combination with all their immediate associates, their status and remuneration can be raised. In any case a house divided cannot stand. In fomenting that division the E.T.U. are doing a dis-service to the cause of the Operators and to the Trade Union movement. Meanwhile all who believe in unity within the industry must urge it with all their powers on every opportunity.

## SYLLABUS.

"*This syllabus has been drawn up for the use of the instructors at the different training centres.*

"Each beginner should be given first a brief but simple explanation of the governing principles of Cinematography, then taken through a course of instruction, in approximately the following order:—

1. The escapement, or the method by which the intermittent motion is imparted to the film.
2. The illuminant.
3. The condenser.
4. The objective or projection lens.
5. The shutter.
6. The screen upon which the picture is projected.

"Under heading 1—the escapement. The different methods, such as the pin or claw, maltese cross, dog or beater movements, should all be explained in detail.

"Under heading 2—the illuminant. Arc-light, lime-light, oxy-acetylene, and the smaller powered illuminants should be dealt with. Principal attention should be given to the arc-light. Carbons—different types and sizes of carbons in use for direct or alternating current at various pressures. The different types of arc-lamps, centring and adjustment of the arc-lamp in the lamphouse, to get perfect projection. Switchboard, fuses, resistance, wiring from Motor Generators or company's mains to the arc-lamp. The sources of supply, such as—

(*a*) direct from the Company's mains Alternating or Direct current,
(*b*) from accumulators,
(*c*) Electric and other Generators.

Limelight. The different types of regulators, gauges, jets, etc. The various sources of supply of gas.

"Under heading 3—explain the functions of the condenser, giving illustrations of the different types of condensers in use, such as plano-convex, double convex and meniscus, and explain the measures that must be taken to avert breakage of condenser. Under this heading "light cut-offs" should be dealt with.

"Under heading 4—the objective should be carefully dealt with, explaining very fully the relationship between the length of throw, focus of lens, etc., to the size of picture. The relationship between the centring of the light, projection lens and gate masking, together with the proper cleaning and care of lens, should be enlarged upon.

"Under heading 5—the shutter and its functions needs explanation in detail and the relationship of the shutter to the escapement of whatever type of movement may be in use with the different machine. How 'ghost' should be dealt with.

"Under heading 6—different types of screens should be explained, not forgetting that there are still a number of Picture Theatres in this country where transparent screens are in use. It is necessary that the importance of the position of the screen in conjunction with the projector should be impressed upon pupils, and of the vital importance of a screen being parallel to and central with the lens.

"After the above six points have been fully covered, the pupils should be made familiar with as many different types of projectors as possible. The types mostly in use should be those chosen. Opportunities should be given the pupils during some part of their training of examining and using as many different types of projectors as may be available in the immediate vicinity of the training school.

"Electrical supply for illuminant. The theory at any rate should be taught at the technical school, followed up by practical lessons in wiring, etc.

"Pupils should be made familiar with operating boxes in modern theatres, and the reasons for safety shutters, spool boxes and light cut-offs, also with the provision of the Cinematograph Act, State, County and Borough Council Regulations, and the Regulations of Railway Companies for the transit of films, etc. Pupils should be given opportunities of handling and rewinding films, making them up into programmes, repairing films, etc. Particular attention should be given to accurate and clean joining, the difference between inflammable and non-inflammable film, together with the necessary cements that are in general use.

"During the course of training practical and theoretical lessons should be given on resistances and fuses, and practical illustrations shown of tandem resistances for dissolving purposes, together with a course of instruction on small projector driving motors, motor generators and switchboard work.

"Before a pupil leaves a training centre he should also be thoroughly familiar with the methods of preparing, writing and projecting lantern slides, particularly emphasising the reasons why the lantern slides must always be placed in a slide carrier upside down. It is also necessary to point out that a slide does not require nearly so much light as a film.

"The training should be divided into two sections—theoretical and practical. The theoretical side of the electrical training will be covered by the technical institute, and the field to be dealt with by the institute should be as follows:

"Explanation of Ohm's law, difference between alternating and continuous current, use of ampere meters, volt meters, switches, fuses, carrying capacity of wire, methods of making joints in cable, wire testing, etc. Electrical wiring from (1) company's mains through resistances to the arc lamps, (2) company's mains to motor generator, through regulating resistances, switchboard to arc lamp. The theory of the internal combustion engine, gas and oil engines. Power transmission to dynamo, dynamo to either resistance and arc lamp or to accumulators, and from accumulators to regulating resistance and arc lamp. The general construction of motor generators and small driving motors. The use of mercury vapour and other transformers in connection with alternating current."

## Seven Ways to Kill a Union.

1. Never come to the meetings.
2. If you do come, come late.
3. Never say a word at Branch Meetings, but when you get outside tell everybody the way things should have been done.
4. Never stamp your card till you are forced to do so.
5. Criticise the Committee, and when asked to become an Officer, refuse.
6. Always criticise, but don't make suggestions.
7. Never try to get new members; leave all the work to the Officers.

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The Joint Committee, as a preliminary step towards the unionising of all places of amusement, are preparing a joint appeal to all non-members of each section to join their respective Unions. The co-operation, in support of any well-considered plan, of the Trade Unions and branches of the Labour Party, is assured if an effective propaganda is organised.

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We publish in this issue a copy of the Return to the Registrar for the year ending December 31st, 1920. At the last meeting of the E.C. it was decided to issue, separately, this Return, with details as to the Income, Expenditure and Balances of each Branch on the lines of the 1914 Report. As this more detailed Statement and Reports is not yet completed, and as it is desirable that such information relating to the Account as is available should be made known to members without further delay, the Return to the Registrar is published in this JOURNAL.

## Annual Return Prescribed by the Registrar for a Registered Trade Union.
## Year Ending December, 1920.

Registered Name of Trade Union.—The National Association of Theatrical Employees.
Registered Office.—29-31, Portugal Street, London, W.C.2.
Date of Commencement of Trade Union.—August, 1890.
Date of Registration.—December, 1891.
Date of last Alteration of Rules.—31st December, 1920.

### RETURN AS TO MEMBERS.

| | |
|---|---|
| Number of Members on Books at the beginning of the Year ... ... ... | 11,496 |
| Number of Members admitted during the Year (add) ... ... ... | 11,796 |
| Together ... ... ... ... ... ... ... | 23,292 |
| Number of Members who left during the Year (deduct) ... ... ... | 7,371 |
| | 15,921 |

| | | |
|---|---|---|
| Total Number of Members on Books at the end of the Year— | Men ... ... | 10,729 |
| | Women ... | 5,192 |
| | | 15,921 |

## General Fund Account.

INCOME.

| | £ | s. | d. | £ | s. | d. |
|---|---|---|---|---|---|---|
| FROM MEMBERS (Inclusive of Branch Members) Contributions— | | | | | | |
| For Sickness ... ... | 21 | 2 | 4 | | | |
| ,, Funeral ... ... | 121 | 17 | 9 | | | |
| ,, Benevolent ... | 1,039 | 16 | 11 | | | |
| ,, Trade ... ... | 9,358 | 12 | 2 | 10,541 | 9 | 2 |
| Levies and Fines ... | 219 | 6 | 9 | | | |
| Entrance Fees ... | 1,401 | 3 | 6 | | | |
| Badges ... ... | 81 | 0 | 6 | | | |
| Donations to Benevolent Fund ... ... | 1 | 12 | 8 | 1,703 | 3 | 5 |
| FROM OTHER SOURCES— | | | | | | |
| Bank Interest ... | 317 | 0 | 9 | | | |
| Appreciation on Investments ... ... | 55 | 5 | 1 | | | |
| Addition to 1919 Branch Debtor Balances ... ... | 972 | 18 | 4 | | | |
| Sundries ... ... | 120 | 3 | 7 | 1,465 | 7 | 9 |
| | | | | 13,710 | 0 | 4 |
| Amount of General Funds at beginning of year, as per Balance Sheet (4) of previous year's Annual Return ... ... ... | | | | 7,230 | 16 | 4 |
| Total ... ... ... | | | | £20,940 | 16 | 8 |

EXPENDITURE.

| | £ | s. | d. | £ | s. | d. |
|---|---|---|---|---|---|---|
| BENEFITS— | | | | | | |
| Dispute Pay ... ... | 25 | 7 | 6 | | | |
| Sick Pay ... ... | 15 | 3 | 4 | | | |
| Funeral Benefit ... | 60 | 0 | 0 | | | |
| Benevolent Grants ... | 102 | 8 | 1 | 202 | 18 | 11 |
| OTHER TRADE UNIONS, &c.— | | | | | | |
| General Federation of Trade Unions ... | 476 | 16 | 6 | | | |
| British Trade Union Congress ... ... | 84 | 15 | 0 | | | |
| Entertainment National Industrial Council ... ... | 120 | 0 | 0 | | | |
| Joint Committee of Entertainment Unions | 10 | 0 | 0 | | | |
| Grants to Societies (other than Trade Unions) and Charitable Donations ... | 122 | 8 | 6 | 814 | 0 | 0 |
| MANAGEMENT EXPENSES— | | | | | | |
| Salaries and Allowances of Officers ... | 3,410 | 3 | 7 | | | |
| Auditors' Fees ... | 35 | 16 | 0 | | | |
| Rent, Rates and Taxes | 636 | 4 | 3 | | | |
| Stationery, Printing and Postage ... | 1,434 | 4 | 4 | | | |
| Expenses of Delegates and Deputations Travelling Expenses ... ... | 435 | 19 | 6 | | | |
| Other Expenses of Management— | | | | | | |
| Organising ... ... | 1,661 | 8 | 9 | | | |
| Delegate Meeting | 503 | 5 | 0 | | | |
| Sundries ... ... | 233 | 4 | 1 | | | |
| | 8,350 | 5 | 6 | | | |
| OTHER EXPENSES— | | | | | | |
| Law Expenses ... | 54 | 7 | 1 | | | |
| Badges ... ... | 108 | 6 | 4 | | | |
| Defaulting Stewards | 2 | 17 | 9 | 8,515 | 16 | 8 |
| | | | | 9,532 | 15 | 7 |
| Amount of General Funds at end of year, as per Balance Sheet (4) | | | | 11,408 | 1 | 1 |
| Total ... ... ... | | | | £20,940 | 16 | 8 |

## (4) Balance Sheet of Funds and Effects at 31st December, 1920.

FUNDS AND LIABILITIES.

| | £ | s. | d. |
|---|---|---|---|
| Amount of the several Funds— | | | |
| Sick Fund ... ... ... | 390 | 0 | 0 |
| Funeral Benefit Fund ... ... | 793 | 13 | 3 |
| Benevolent Fund ... ... ... | 2,682 | 17 | 9 |
| General Fund ... ... ... | 7,541 | 10 | 1 |
| Total ... ... ... ... | £11,408 | 1 | 1 |

ASSETS.

| | £ | s. | d. |
|---|---|---|---|
| Cash in hands of Financial Secretary | 62 | 10 | 5 |
| In the C.W.S. Bank— | | | |
| Current A/c ... ... ... | 1,134 | 7 | 6 |
| Deposit A/c ... ... ... | 6,000 | 0 | 0 |
| GOVERNMENT SECURITIES— Nominal Value. | | | |
| 5% War Stock £1,355 5 1 @ 5% | 1,355 | 5 | 1 |
| 2½% Consols £83 13 8 @ 2½% | 83 | 13 | 8 |
| IN TRADING FIRMS— | | | |
| Daily Herald, Ltd. @ 5% Debs., £100 ... ... ... ... | 100 | 0 | 0 |
| Theatre Royal, Drury Lane, Ltd., £9 ... ... ... ... | 9 | 0 | 0 |
| Branch Debtor Balances ... ... | 2,663 | 4 | 5 |
| Total ... ... ... ... | £11,408 | 1 | 1 |

*Treasurer:* JAMES ATTERTON, 28, Marquis Road, Stroud Green, N.4.
*Secretary:* TERENCE CANNON, 9, Wymond Street, Putney.
*Trustees* { CHARLES THOROGOOD, 17, Mercers Chambers, Long Acre.
A. PALMER, 18, Eldon Park, South Norwood.

The undersigned having had access to all the books and accounts of the Trade Union, and having examined the foregoing General Statement and verified the same with the Accounts and Vouchers relating thereto, now sign the same as found to be correct, duly vouched, and in accordance with Law.

*1st Auditor:* H. C. EAMES, 221, Lencha Road, Walthamstow, E.17. Profession: Clerk-Salesman.

*2nd Auditor:* T. McCARTHY, 32, Handforth Road, Brixton, Profession: Checktaker.

Date of completion of Audit—14th September, 1921.

Approved for Publication by Finance Committee,

J. ATTERTON.
*9th November, 1921.* C. CORY.

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## EACH FOR ALL, ALL FOR EACH: UNDER ONE BANNER.

*List of Branches, Secretaries, Organisers, Meetings, Times and Places. Alterations to be Notified to C.O. on 1st of each Month.*

(C) Committee Meeting; (B) Branch Meeting; (O) Organising Meeting.

1. MOUNTAIN ASH AND ABERDARE.—A. James, 5, Woodland Terrace, Mountain Ash.
2. ABERDEEN.—A. Petrie, 23½, Skene Sq. (C) Last Sun. each month, 6.30 p.m., Trades Hall, Belmont St.
3. ASHTON-UNDER-LYNE.—J. Hardman, 78, Astley St., Dukinfield. (C) 1st Sun., 7 p.m. (B) 1st Sun., 8 p.m., Queen's Hotel, Oldham St.
4. BARROW-IN-FURNESS. — W. Wright, 2D, Ship Street.
5 BARRY.—E. R. Harper, 88, Barry Rd., Cadoxton. (C) 1st Sun., 6.30 p.m., Walsh's Restaurant, Holton St. (B) Same day and place, 7.30 p.m.
6. BATH.—H. Summers, 14, Westgate Buildings.
7. BIRMINGHAM.—F. A. Watson, 158, Witton Road, Aston.
8. BLACKBURN.—C. T. Swithenbank, 20, Brooksfield Street.
9. BLACKPOOL.—G. Mitchell, 48, Adelaide Street.
10. BOLTON.—W. Waring, 4, Woodside Square, Darcy Lever.
11. BRIGHTON.—J. Gibbs, 17, Grove St. (C) 2nd Sun., 7 p.m., Canteen, Gloster Rd. (B) 8 p.m. same day.
12. BRISTOL.—H. C. White, 8, Blenheim Sq., Marlborough Hill. (B) Nov. 6th, 6.30 p.m., at Kingsley Hall, Old Market St.
13.—BURNLEY & NELSON.—J. Bell, 31, John St., Nelson, Lancs. (C) 1st Sun., 7 p.m., 31 John St., Nelson.
14. CARDIFF.—J. Hunt, 85, City Road.
15. CARLISLE.—J. Hodgson, 5, Annetwell Street.
16. CASTLEFORD.—*Pro tem.*, B. Gorham, Organiser. (C) Last Sun., 1 p.m. and 7 p.m., Irish Club, Castleford.
17. DARLINGTON.—F. Richardson, 2, Bakehouse Square, Union Street.
18. DUNDEE.—T. Phillips, 12, Parker St.
19. EDINBURGH.—G. Christie, 3, Caledonian Crescent. (C) Last Sun., 2.30 p.m., Buchanan's Hotel, High St. (B) 1st Sun., 6.30 p.m., Gardeners' Hall, Picardy Pl., Edinburgh.
20. FERNDALE.—F. Jones, 22, The Parade.
21. GLASGOW.—R. Whitham, 12, Windsor Terrace.
22. HALIFAX.—T. Turner, 27, North Pde.
23. HANLEY.—G. DOCKSEY, 76, Boundary Street. (B) Nov. 13th, 6.30 p.m., at Foundary St. Schoolroom, Hanley.
24. HUDDERSFIELD.—S. Armitage, 2, Filbert Street, Birkby.
25. HULL.—H. East, 4, St. George's Ave., South Boulevard.

26. Kilmarnock.—T. Adam, 34, Mill Lane. (c) 2nd Sun., 7 p.m. (B) Last Sun. each month, 7 p.m., both in Bethany Hall.

27. Kirkcaldy.—J. Wallace, 53, Dunnikier Rd. (c) 10 p.m., in Theatre. (B) Sundays, 2 p.m., at Trades and Labour Council Hall.

28. Leeds.—*Pro. tem.*, B. Gorham, Organiser. (c) 1st Sun., 11 a.m., Trades Hall, Leeds. (B) Last Sun. in quarter, 7 p.m., same place.

29. Leicester.— — Hill, 39 Grasmere St.

30. Liverpool.—T. Wilson, 13, Albert Edward Road.

31. Llanelly.—T. O'Brien, 23, Pottery St. (c) Last Wed., 11 a.m., at Queen Victoria, Murray St. (B) 1st Sun., 3 p.m., Royal Exchange Bldgs.

London Branches.

32. Stage Staff and General Staff. (c) Meet at King's Chambers, 29-31, Portugal St. H. Roberts, Secretary.

33. Carpenters' Branch.—C. Morris, 80, Bonnington Square, Vauxhall, S.W.8, Meetings at Black Horse Hotel, Bedfordbury, W.C., fourth Saturday, 7 p.m.

34. Cinema Branch.—Meet at King's Chambs., Portugal St. H. Roberts, Secretary.

35. Heads of Departments (No. 5) meet at Black Horse Hotel, Bedfordbury, W.C. First Tuesday in the Month at 3 p.m. A. E. Portsmouth, Secretary.

36. N.A.C.O. meet at King's Chambers, Portugal St., W.C.2.

37. Scenic Artistes.—E. I. Hirst, 23, Clyde Terrace, Forest Hill, S.E.23. Meet at 8 p.m. last Tuesday each month, at The Roebuck, Kennington Cross, S.E.

38. Manchester, Salford and District Branch.—T. H. Derbyshire. Office, 12, East St. (c) 3rd Sun. each month.

39. Merthyr Tydfil.— J. Hall, 4, Gwynne Cottages, Gwaelodygarth. (c) 1st Sun., 3 p.m., Welcome Coffee Tavern, Merthry.

40. Middlesbrough.—A. Peeling, 68, Bolckow St. (c) Last Sun., 11 a.m., National Reserve, Grange Rd., Middlesbrough.

41. Newcastle.—J. Laing, 125, Sycamore St.

42. Newport (Mon.).—J. Perrin, 6, George St.

43. Nottingham.—G. H. Challand, 68, Seymour St.

44. Oldham.—L. Graydon, 14, Charter St. (c) Nov. 13th, 7.15 p.m. (B) Nov. 27th, 7.15 p.m., Roebuck Hotel, King St.

45. Plymouth.—C. Finch, 11 Glanville St.

46. Portsmouth.—J. E. Randall, 88, Stansted Rd., Southsea. (c) 2nd Sun., 11 a.m., 26, Lancaster Rd., Southsea. (B) 3rd Sun., 6.30 p.m., Trades Hall, Fratton Rd.

47. Preston.—T. Miller, 2, Graham St.

48. Rochdale.—J. Law, 29, Ashfield Rd.

49. Sheffield.—W. J. Burns, 91, Eldon St. (c) Last Sun., 12.30 p.m., Empire Hotel, Charles St.

50. South Shields.—R. Huntley, 148, Stanhope Road.

51. Southampton.—G. Tutt, 14, Southampton St. (c) 2nd Sun., 11 a.m., 13, Carlton Pl. (B) Last Sun., 3 p.m., Morris Hall.

52. Southend.—A. Paston, 88, North Av.

53. Southport.—W. Whitesmith, 11, Matlock Road.

54. Swansea.—E. A. Howell, 2, Bryn-y-don Road, North Hill.

55. Swindon.—W. Cooper, 3, Dumbarton Terrace.

56. Ton Pentre.—I. Jones, 61, Alexandra Road, Gelli, Ton Pentre.

57. Wakefield.—J. A. Binns, 29, Almshouse Lane.

58. Warrington.—W. Cook, 71 Orford St.

59. West Hartlepool.—C. Mayes, 24, Bertha St.

60. Wigan.—T. Tomlinson, 8, Gilroy St. (c) 2nd Sun., 6 p.m. (B) 7 p.m., both in Co-operative Library, off Library St.

61. Workington & Whitehaven.—E. Lowther, 43, Edkin St. (c) 2nd Sun., 3 p.m., Trades Hall, Oxford St.

## DISTRICT ORGANISERS:

London.—C. B. Finley, A. W. Muir, P. Sharp, H. J. Kemp, 29-31, Portugal Street, W.C.2.
Lancashire and Cheshire.—G. Mitchell, 48, Adelaide Street, Blackpool.
Scotland.—A. Carlin, 12, Windsor Terrace, Glasgow.
Yorkshire and Midlands.—B. Gorham, 18, Brompton Mount, Dewsbury Road, Leeds.
South Wales and West of England.—T. O'Brien, 23, Pottery Street, Llanelly.

*Wightman Mountain & Andrews, Ltd., Printers, 31 & 33 Victoria St., Westminster, S.W.1.*

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Please pass on this copy to a non-member.
Published on the 15th of the month.

UNIVERSITY OF ILLINOIS

General Secretary:
TERENCE CANNON.
Telephone:
Holborn 1305.

# The N.A.T.E. (National Association Theatrical Employees.) JOURNAL

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## News from Branches.

### What! Barrow Again?

I should like to draw the attention of other Branches to the following:—At a Branch Meeting held here in October a Sub-Committee was formed and called the "Entertainment Committee," to try and get something together by which we could raise funds for an "Emergency Fund," so that we might be able to render assistance to some of our unfortunate brothers and sisters who have been out of employment for some considerable time, each case to be thoroughly investigated by the Branch Committee.

On the 18th November we held the first of a series of dances in the Queen's Hall, and it turned out to be a great success. I must say our own members and the various artistes appearing in the town rallied round us exceedingly well; the only sigh that came was at 1.45 a.m., when the M.C. announced the last waltz. Everybody enjoyed themselves immensely, and wanted to know when the next one would be. This we have arranged for the 6th January, 1922, so if any other members happen to be round this part of the world, and will give us a call, we will give them one of Barrow's welcomes.

We have also, by the kind permission of the management of one of our new cinemas here, arranged to hold two concerts on Sunday, 18th December, at 3 p.m. and 8 p.m., and we are hoping they will turn out the success that the dance did, then we shall be highly satisfied.

My reason for asking you to publish this, Mr. Editor, is, not as an advert., but to show other Branches what can be done if they will only get to work and set about it. If they are like our Branch they will have plenty of willing workers amongst their members who will be of great assistance to them.

Wm. Wright,
*Branch Secretary.*

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**Darlington.** At the close of the Branch Meeting held at the Greyhound Hotel on 27th November, Brother F. Richardson, Branch Secretary, presented Brother David Whyles, operator at the Empire Theatre, with a China coffee set, on behalf of the members of the above Branch, on the occasion of his marriage.

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Next Meeting, Sunday, 18th December, 7 o'clock to 8 at the Greyhound Hotel.

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**Glasgow.** Branch Secretary, Brother Whitham, writes:—"I am instructed on behalf of the Glasgow members to ask you to extend to Brother Johnson, President N.A.T.E., their warm sympathies and hopes for his speedy recovery, as we hear from the Public Press that he is at present seriously ill. That he will soon be able to resume his duties is the fervent wish of the Glasgow Branch."

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**Middlesbrough.** Letter from Brother Wright, dated 13th November, with reference to their "Sick and Dividing" Club. He states that he formed this club about thirty years ago, and he has found it has been the means of keeping the members together more than anything else.

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**Southampton.** Brother Tutt, Secretary, writes under date 23rd November, that it was decided at the Branch Meeting on 30th ult. to write and ask the E.C. to approve of the opening of a Branch at Bournemouth, and that a mass meeting be held at that place for this purpose; also to ask if an Organiser could be spared to assist in the opening. He further asks G.S. to write to the Stage Manager at the Boscombe Hippodrome, and Stage carpenter at Theatre Royal, Bournemouth, who, he thinks, are likely to become members. This has been done.

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A word to the members by the B.S.: Don't stay away from your Branch Meetings.

Don't grumble outside the place. Let us have it over between us, for the branch is the place. Bring along with you a new member to help to swell our ranks; whether theatre, music-hall, or cinema. N.A.T.E. is open to all ranks.

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At the Branch Meeting held at the Morris Hall, 27th November, it was moved and carried that a hearty vote of thanks be conveyed to Brother Finley, Organiser, for the work he has got through in the past month, reported in the monthly Journal.

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**Wigan.** I notice in the November issue of the JOURNAL an article *re* Unemployment Benefit and Contributions, and the decision of the National Union of General Workers' E.C., to cease to administer Unemployment Benefit.

As I am one of those who have quoted the N.U.G.W. benefits on many occasions to C.O., I would like to point out that when Unions administer the Unemployment Act, they have 15s. of State benefit to find as well as their own benefit of 6s. per week, and in the Lancashire district alone, during the last quarter, they paid out over £25,000 in unemployment benefit.

Then there are the Dispute, Accident and Death benefits on top of this.

As we are all aware, the "Red Tape" bound officials of the Government are in no hurry to pay debts—especially to Trade Unionists—but would sooner delay repayment of the State Benefit and drain the Unions' resources, so that when wage reductions were sprung upon them, there would be no funds available to offer resistance. To my mind they have taken a wise course by ceasing to administer the Unemployment Act, as by doing so they are not retaining the Government's financial "noose" round their necks, and crippling their powers of resistance of the employers' well-organised schemes of reducing wages, etc.

I would now like to have a word to say to my fellow-members of the N.A.T.E. There seems to be very prevalent throughout the land a certain amount of apathy towards attending Branch Meetings, and then grumbling all over the place that the Association is no good at all.

How in the world are you going to have a *fighting* and a *live* Association if you leave the working of it to a handful of members? If the Association is not up to the standard you would like it to be, get to your Branch Meetings and get your heads well together, and inundate your G.S. with some well-thought-out and practical proposals for the betterment of the Association.

I would also like to add that the Wigan Branch are having a supper and dance on New Year's Eve, if possible; if not, on December 30th, from 11 p.m. to 3 a.m., in Ridges' Rooms, off King Street.

THOMAS TOMLINSON,
*Branch Secretary.*

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## Actors become "Two-Jobbers."

The A.A. is confronted with a new problem. A problem which has always confronted the M.U. and the N.A.T.E., and which the V.A.F. has not altogether escaped. That is the problem of the part-time worker.

Some members of the A.A. have made rather too much of this matter. Our friend, Norman McKinnel, whilst Chairman of the Council of the A.A., was responsible for attempts to create prejudice against the N.A.T.E. by disparaging remarks about the number of N.A.T.E. part-time workers.

We know that criticism of this sort did not show an understanding of the economic conditions prevailing in the industry. It is well known that the N.A.T.E. and M.U. have as part of its policy and objects endeavoured to so raise the remuneration of those whose services are necessary to the conduct of the industry that employment—part-time or otherwise—outside the industry would not be necessary.

It is also to be assumed, judging by their attitude on all wage questions, that managers will oppose this purpose of these Unions.

According to an article in the *Daily Chronicle* of Sept. 12th, written by Henry Oscar, who, if not a member of the A.A. Council, is certainly one of its most active members, it would appear that the A.A. has a number of members who are "Two-Jobbers," and who are two-jobbers for the same reason that theatrical employees and some musicians are, that is, to preserve or raise their standard of life, because they cannot earn enough by the practice of the Art of Acting to maintain their homes.

We wonder whether Norman McKinnel will want to give such members half a vote in the affairs of the A.A., or whether he would prefer that actors depending exclusively upon their earnings as actors shall have two votes. This is what Mr. Oscar says in his article.

"Very few actors, nowadays, can afford to ignore the inevitable precariousness of the profession, and are forced to engage in other occupations in their spare time.

"The stage provides them with so many idle hours that they are augmenting their uncertain incomes in various 'sidelines.' In some instances their enterprise and initiative have carried them so far in their new vocations that acting itself has become a 'sideline.

"As evidence of the varied activities at present occupying actors and actresses, apart from their ordinary profession, I give the following 'sidelines' that have been mentioned to me in recent weeks by those actually engaged in them:—

"Agencies for wines, ironmongery, fancy goods, household ware, and new inventions; painting on china, book-binding, commission agents, teaching (elocution, dancing, singing, &c.), secretarial work, millinery and dress-making—many actresses run their own businesses in this line—Press reporting, a commonwealth café, typing and clerical work, artists' models.

"By assuring themselves of a certain income, however small, they can face the recurring periods of stage unemployment with less anxiety; and, moreover, they acquire a sense of independence which is very valuable when they are negotiating engagements."

## Unemployment.

Our readers will know that the unemployed are beginning to put up a fight for the right to work or maintenance.

This movement will do more than any other of recent months to put the brake on the efforts of the employers to reduce wages.

The Government have now appointed a Committee, and if the unemployed remain firm something tangible will be done. We give below the Resolution passed by the Trades Union Congress on Sept. 6th:—

"The Trades Union Congress, representing over six millions of British workers, views with grave apprehension the increasing extent and conditions of unemployment, and reaffirms the principle that it is the duty of the State to provide work or adequate maintenance for every willing worker; approves the action of those Boards of Guardians who, in the absence of proper Government assistance, have made a serious endeavour adequately to relieve the urgent necessities of the workless, but emphatically expresses its opinion that such a burden, mainly due to the war, should not have been imposed on the ratepayers, and must be removed from them.

"The Congress calls upon the Government immediately to summon Parliament, and to introduce practicable schemes of work without delay, with the necessary financial provision, and, further, to remove the gross inequalities of rating obtaining in the London area.

"The Congress also is of opinion that the Poplar Councillors, in the stand which they believed to be the best to take under the exceptional circumstances to call public attention to the distressful conditions of the unemployed, have rendered a real national service.

"It pledges itself to use all the strength at its command to secure the provision of work or adequate maintenance for the unemployed workers throughout the country, and instructs the new General Council, in close co-operation with the National Executive of the Labour Party and the Parliamentary Labour Party, immediately to take such steps as may be necessary to secure these objects."

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The attention of our London Organisers and those members who take an interest in and have time to devote to the consideration of economics, is directed to the following invitation issued by the Workers' Educational Association.

"An excellent opportunity is offered to a group of twenty or more London Trade Unionists to make a study of the problem of unemployment under the guidance of a first-class tutor.

"Unemployment is to-day one of the most urgent problems pressing for solution. As yet, however, its causes and effects *in each trade* have not been sufficiently investigated. . . . . Two groups of questions will be specially examined. What factors in each trade make for uncertainty and fluctuation in employment? To what extent can every industry be made to bear the burden of its own employment?

"The leader of this class has devoted a number of years' study to problems of unemployment. He will aid and encourage members to prepare papers relating to conditions of employment in their own industry, and discussions will follow.

"Mr. Joseph L. Cohen, B.A. (Cantab.), M.A. (Columbia), Fellow in Economics, has kindly offered to conduct the class.

It is proposed to hold the class in the evening at the W.E.A. House, 16, Harpur Street, London, W.C.1, or some other convenient centre, and intending students are asked to forward their names immediately to H. P. Smith at this address. As soon as a sufficient number of names are received a preliminary meeting will be arranged, when intending students will meet the tutor and arrange the syllabus and other necessary matters in connection with the class.

"We need hardly urge the importance of the subject, nor enlarge on the valuable opportunity offered to Trade Unionists anxious to render service to their movement, and we hope that intending students will communicate with Smith without delay.

## The "Tipping" Question.

We give below a copy of an agreement entered into in 1919 between our Union and the V.A.F. This agreement was afterwards repudiated by the V.A.F. We reproduce the terms of this agreement because the question has been raised in "The Performer" in a manner which we think is unfair to our E.C., who have made all reasonable efforts to satisfy the claims of the V.A.F. The matter also came before the Joint Committee at its meeting on Sept. 26th, when the following Resolution was passed:—

> "That the Unions forming this Committee be asked to appoint one representative to act as a Committee to consider to what extent the "Tipping" system prevails in places of amusement, and whether steps can be taken by one or more Unions forming this Committee to abolish such system, so far as it affects the relations between members of these Unions."

The A.A. have appointed its Secretary, Alfred Lugg, to act on this Committee.

We would like to have the opinion of our Branch or District Committees upon this question.

1. The "Tipping" system being an abuse, inasmuch as it has been used to inadequately cover legitimate claims for the payment of certain sums for special services rendered by members of the Stage Staff to Variety Artistes, and inasmuch as this system has been used by employees to indicate expectation of payment not justified in many circumstances, both parties concur in the immediate abolition of the "Tipping" system.

2. The misapprehensions and abuses arising from the "Tipping" system rendering necessary an explicit statement as to the services of the Stage Staff—which are obligatory, and which are optional—and as to what sums would be reasonable for the various services optional with the Stage Staff and rendered to Artistes at their request, the following definitions and Scale of Pay are approved.

3. It is agreed that all work done on the Stage during a Performance with the Curtain down and in preparation for any Scene for any Artiste, is work done by the Employee for his Employer, the Manager of the Theatre, and is covered by the wage such Employee received from such Manager.

4. It is agreed that any service which any member of the Stage Staff may be requested to render to any Artist in sight of the audience during any Performance or "Off" the Stage during the Performance of the Performer's Act is optional with a member of the Stage Staff.

5. The following Scale of Pay shall apply to services specified as follows:—

> A. An Employee working "Off" Stage, at the request of the Artiste, anything special to the Act of such Artiste, or giving a shout or interjecting remark to be paid Sixpence per Performance.

B. An Employee going on Stage in sight of audience to hand the Performer a note, hat, or stick, etc., without speaking or making any gestures contributive to the Act, to be paid Sixpence per Performance.

C. An Employee, assisting in sight of the audience, by handing a ladder or working a rope, to be regarded as an Assistant to such Artiste, and to be paid 1s. per Performance. When more than one man is required for services indicated in this clause, special terms may be arranged in the case of Artistes receiving £12 or under per week.

D. An Employee who is required to show lantern slides, or films, for a Performer shall be entitled to charge Sixpence for the first slide and Threepence for each succeeding slide per Performance. For exhibiting films, Sixpence for 300 ft. or less, and Ninepence for over 300 ft. per Performance. This shall not apply to slides shown in connection with an Act, before the week of performance, unless ordered by the Artiste.

E. An Employee who is required to take part by word or gesture in the Act of the Performer, to be regarded as a "Super," and to be paid the "Supers'" rate for the District. Whenever possible, other than an Employee shall be engaged as "Super."

F. That payment for the repairs to the Performer's Scenery, Props, etc.—the allocation of sums allowed for handling of Baggage in the Theatre—the forwarding of Letters by the Hall-keeper, shall be settled between the Parties themselves, subject finally to Clause 6.

G. The Scale mentioned in Clauses A, B, C, and D of Paragraph 5 for Artistes receiving £12, or under, shall be 50 per cent. of the sums named.

6. In the event of any question arising as to the application or interpretation of Clause 5 of this Agreement, the same shall be referred to the authorised representatives of the two organisations at the Theatre when and where such differences arise. In the event of the Parties being unable to agree, the matter shall be referred to the Executive Committees of the two Unions.

7. All arrangements affected by this Agreement to be completed on a Monday evening of each week, and any differences as per Clause 6 to be adjusted before Thursday evening of the same week.

8. If in any circumstances not provided for by this Agreement any Artiste desires out of good will to give any gratuity to the Stage Staff, such gratuity shall be placed by such Artiste in a box, provided for the purpose, and such box shall be under the control of the employee or employees the Stage Staff shall themselves decide. A gratuity shall not be solicited. The term "Stage Staff" is understood to apply to all employed behind the Curtain, and, in addition, any members of the Staff working front limes.

9. The purpose of this Agreement being to serve the ends of justice and to establish and perpetuate friendly relations between the members of the two organisations concerned, all members are urged to apply and interpret its provisions in a reasonable and kindly spirit.

*Signed,*
*By Order of the E.C. of the V.A.F.,*
Fred. Herbert, *Secretary.*
*By Order of the E.C. of the N.A.T.E.,*
Edward H. Mason, *General Secretary.*

## NOTES BY THE GENERAL SECRETARY.

Fellow Members,

Since my last notes were penned for the Journal I have been having a very strenuous time.

On Sunday, 6th November, I addressed an organising meeting at Chatham, and from the members present I thought there was the nucleus of a very strong branch in the Medway district. The ground had been prepared by Bro. Finley and Whittaker before my attendance. I spoke and answered questions for about two hours' duration; but unfortunately those present have not yet got the spirit of Trade Unionism. I received word from our Swindon members that the manager there was reducing the wages, and had stated that he would not deal any further with the Union. This necessitated my attendance at Swindon, where I proceeded on the 7th November to see into the matter. I interviewed the Managing Director, Mr. Alfred Manners, and I am very pleased to say that everything was arranged amicably, and I have since received a communication from our Branch Secretary, on 12th November, saying that all the trouble was over, and thanking me very much for what I did to help them.

Between the 7th and 17th November, I was extremely busy with office work, being overwhelmed from all branches for my attendance.

On 17th November I journeyed to Newcastle, for the purpose of interviewing the late Lord Mayor of Newcastle *re* the wage agreement at the Palace Theatre, being accompanied by Bro. Gosling (Newcastle Branch) and Bro. A. Carlin (Scottish Organiser). We interviewed Mr. Rowe, who stated that, so far as he knew, the agreement was being complied with. Our deputation pointed out to him that this was not the case. He then promised us he would go fully into the matter, and let us have his decision. Up to the time of writing these notes, we have received no intimation from him.

I then proceeded to Sheffield to address a meeting, on the 20th November, of the members of the Sheffield Branch, who were very pleased to see me, but I regret that the number at the meeting was small; notwithstanding this, they were very enthusiastic, and determined to carry on the good work of the organisation. Many questions were asked and satisfactorily answered. Before leaving Sheffield I received a wire from Central Office to the effect that the Nelson managers had refused to recognise the N.A.T.E., and asking for my attendance in Nelson. Owing to pressure of National work I instructed Bro. Gorham (Yorkshire and Midlands' Organiser) to proceed to Nelson, as I had received an intimation from Bro. Mitchell to the effect that he was ill and confined to his bed.

On my return to London on 21st November, a special meeting had been called of the Joint Committee representing the Actors' Association, the Variety Artistes' Federation, the Musicians' Union, and the National Association of Theatrical Employees, with reference to a dispute that was taking place at Portsmouth. It appeared that the Portsmouth managers desired a reduction in the musicians' wages, without consulting the Union about it, and were trying to alienate the members of the Musicians' Union from their organisation, by attempting to get individual bargaining with the men. *But the members of the Musicians' Union, I am pleased to say, loyally stood by their organisation and referred the whole matter to their own officials.*

The Joint Committee carefully examined all the points, and decided to send a deputation from the Joint Committee to Portsmouth, consisting of Mr. A. Lugg (A.A.), Mr. Fort Greenwood (M.U.), Mr. Monte Bayly (V.A.F.), and myself representing the N.A.T.E., with a view of examining the position and, if possible, to negotiate for halls to be opened by the four Unions concerned, to put on counter attractions. The halls, I regret to say, could not be obtained; but the Joint Committee consulted the local musicians on the matter in dispute. Mr. Robertson (District Organiser of the M.U.) gave a full statement of the case, from which it appeared that there were really two disputes, one being with Mr. Peter Davey, General Manager of the Portsmouth Theatre Co., in particular; the other being a general dispute in reference to the lock-out of the musicians by the Portsmouth Theatre managers.

After a full discussion it was arranged that representatives of the A.A., V.A.F., and the N.A.T.E. should approach the managers on behalf of their own members, and a pre-paid wire was immediately sent to the Portsmouth managers, to which the following reply was received:—

> "Pleased to meet you Rehearsal room Theatre Royal, to-morrow, Wednesday, 11.30. (Sgd.) Peter Davey."

Messrs. Lugg, Baily and myself duly attended. I put the direct question to Mr. Peter Davey as to whether or not this was a move against recognition of Trade Unionism. Mr. Davey replied that he welcomed Trade Unionism, and in fact had instructed members of the musicians and staffs to join their Union. He said he was not only anxious to recognise the Union, but to negotiate with the Union, and said they had been waiting to be approached by the musicians. On the strength of this, Messrs. Baily, Lugg, and myself, as representatives of the Joint Committee, reported back, and it was decided that Mr. Lugg be empowered to see Mr. Davey again, and to arrange for Mr. Robertson to see Mr. Davey; Mr. Lugg to state that the musicians were quite prepared to resume work on a £3 5s. basic salary, and that the subject of a reduction, or no reduction, be submitted to arbitration. Mr. Robertson saw Mr. Davey at 6 o'clock that evening, and it was agreed that Mr. Lugg should attend and hold a watching brief on behalf of the Joint Committee, but not to enter in any way into the negotiations. This was done, and Mr. Lugg reported that Mr. Robertson had very clearly and fairly stated the case; but the managers, in his opinion, were studiously difficult.

When they came back from the conference, there was a mass meeting of our members being held, which was addressed by Mr. C. B. Finley (Organiser), Mr. Albert Lugg, Mr. Baily, Mr. Robertson, and myself. After the speeches had been delivered, a resolution was moved, seconded, and carried, to the effect:—

> "That in the event of the Portsmouth Theatre managers engaging black-leg orchestras, members of the N.A.T.E. would refuse to work with them."

On Monday, 28th November, the Joint Committee met again at 109, Oxford Street, London, when there were present:—

Mr. A. Voyce, V.A.F. (in the Chair).
Mr. A. Lugg, A.A.
Messrs. Cannon and Skeggs, N.A.T.E.
Messrs. Williams, Greenwood, M.U.

The deputation reported on what had transpired to the Joint Committee, when the following resolution was unanimously agreed to:—

> "That the Joint Committee representing the A.A., M.U., N.A.T.E., and V.A.F., have considered the offer of the musicians to leave the question of alteration of salary to arbitration, providing that the *status quo* was restored, and is of the opinion that the Portsmouth managers should have accepted the musicians' offer, seeing that it was in strict accordance with agreements between the contending parties; and pledge themselves to recommend that the respective organisations should do all in their power to assist the musicians to bring about an honourable and satisfactory settlement."

While the Joint Committee was sitting, I received a communication from our office to the effect that a telegram had been received from Nelson, signed by Bros. Mitchell and Gorham, to the effect that the Nelson managers still deny us representing the employees, and asking me to come at once. After consulting with the General Treasurer on the 'phone, and Bro. Skeggs (who was present at the meeting), they thought it was desirable that I should immediately proceed to Nelson, where I arrived at 7.15 on the morning of 29th November. I was met by Bro. Gorham at the station, and proceeded to Bro. Bell's house, Bro. Mitchell joining us at about 9.30, when they related the whole case to me. Bro. Mitchell stated definitely, that his opinion was, if the managers got away with this case, it would place the whole of the Lancashire and Cheshire area in a very dangerous position. I sent a pre-paid wire to Mr. Greenwood, General Manager of the Grand and Palace Theatres, Nelson, and received the following reply:

> "Nothing to discuss. Meeting useless. (Sgd.) Greenwood."

About half an hour later I met the Secretary of the Nelson Managers' Association, and had a talk with him over the whole affair. He stated that all his people were in Manchester that day, but if he could get hold of them that night he would try and arrange a meeting with them. He stated that we did not represent the members, and I promised him that if he would meet me next morning I would produce my register, and we would go into the figures. This he arranged to do, and on comparing his figures and ours, it was admitted that we represented 75 per cent.

On Wednesday afternoon I telephoned to London whilst the Finance Committee were sitting, telling them the position, and saying I hoped to have a conference with the managers on the Thursday morning. The Finance Committee agreed that I should stay over. The same evening I called a meeting of the staffs of the Grand and Palace Theatres, and they unanimously decided to leave the whole matter in the *hands of their officials*.

On Thursday morning, at about 11.30, Mr. Moorhouse, Secretary of the Nelson Managers, came and told me that they were not prepared to meet our organisers, in view of some misunderstanding; but were prepared to meet me. After consulting with the organisers they agreed to this. I attended a meeting, there being about twelve managers present. They received me very cordially, but stated that the matter was in the hands of their Manchester office, referring me to Mr. Huish. It was agreed that the Chairman, Mr. Frank Hartley, of the Grand and Palace, should meet Mr. Huish on Friday, at 1 o'clock, in Manchester, and that I should be present, for the purpose of coming to a further agreement. At this juncture I telephoned the Sub-Executive Committee, which was then sitting, asking for authority, which was granted. I also reported that I had received a telegram from Workington to the effect that the Carnegie Hall and Royal Theatre were on strike. The Committee agreed that I should go there.

I proceeded to Manchester and met Mr. Frank Hartley, who invited me to lunch. This I accepted, and he informed me that he could not get hold of Mr. Huish as he had been attending the Cinema Ball at Liverpool, and he would not see me probably until the following week; but definitely promised he would let me know when he could call the meeting. I have wired him twice this week, but up to the present have received no reply.

I met Bro. Forrester in Manchester, and discussed the whole affair with him. We then proceeded to the local Secretary's office, where, I regret to say, heated words took place between Bros. Derbyshire and Forrester, but, before we left the office, I am pleased to relate, both Brothers shook hands and decided to bury the hatchet.

I then visited Mr. Teale, the Assistant General Secretary of the M.U., *re* the affair at Workington, and he informed me that the trouble had been settled. I desired to know this, as I was going to catch the 10.32 train from Wigan on Saturday morning and meet Bro. Mitchell at Preston at 11.7. I wired to Workington from Manchester, also to Bro. Mitchell at Blackpool, and received the following wire from Mitchell, saying:—

> "Strike settled with help of Dockers. Secretary says they are going over to the Dockers' Union *en masse*. Shall go on this morning."

I received a wire from Lowther, of Workington, as follows:—

> "Strike settled. Mitchell on his way."

With that information I decided to return to London, where I arrived at 9.20 on Saturday night, 3rd December.

On Sunday, 4th December, I attended the London District Committee Meeting to render what possible assistance I could, in view of the serious position due to notices that had been given by the Entertainment Protection Association for a reduction in wages all round.

On Monday, 5th December, I attended the Industrial Courts with a watching brief for our members in the Portsmouth dispute. I may say that the proceedings were very interesting. The Court consisted of:—

Mr. F. H. McLeod, C.B. (in the Chair).
Mr. J. McKie Bryce, C.B.E.
Mr. F. S. Button, J.P.

There were also present:

Mr. Harold Wigan, Mr. Peter Davey, representing the Theatre Royal, Princes, and King's Theatre, Southsea.

Mr. William Platt, the Coliseum.

Mr. G. Grenville, the Hippodrome, Portsmouth.

Mr. C. Marner, representing Mr. Charles Gulliver.

Mr. T. B. Davis (Chairman), Mr. J. M. Glover, representing the Theatre Managers' Association.

Mr. J. B. Williams, Mr. W. Batton, Mr. A. Robertson, Mr. Newton Brook, Mr. R. A. E. Masters, representing the Musicians' Union.

Mr. Terence Cannon, representing N.A.T.E.

This meeting was held at 5, Old Palace Yard, Westminster, S.W.

Mr. Glover, on behalf of the Theatre Managers' Association, made a protest to the Industrial Court that an award had already been given by the Conciliation Board of the Theatre Managers' Association, to the Musicians' Union, and he hoped that the Industrial Court would not give any decision that might jeopardise any Award that had been arrived at by agreement.

The only point I could make was as follows:—I stated that a protest had been made by Mr. Glover, who stated that the Award which had been agreed to had not been carried out. The people I represented were quite innocent in the matter. They had been given notice and thrown on the streets to swell the unemployment market, through the managerial side not agreeing to the previous Award granted by the Conciliation Board, of which Mr. Glover was the Chairman. That was why I wished to state the position of the other members of the staff. I mentioned that our people are on the streets, and the unemployment question is acute enough, without the managerial side accentuating it as they had done in this case.

The result of the Arbitration was, that the musicians got a 2s. 6d. reduction on their weekly salary of £3 5s.

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On Tuesday, 6th December, I attended a meeting at the General Council Office of the Trade Union Congress, with reference to the resolution that was carried at Cardiff in September last *re the unionising of places of amusement;* and our Group is going to make representation to the Council to Circularise all Trade Unions and Labour Bodies throughout the country.

## NOTE.

Touring members please note:—

> The General Secretary requests all Touring Members to advise him of their return to London, in order that he may arrange a meeting with them.

## SPECIAL NOTICE.

Central Office will be closed Monday and Tuesday, 26th and 27th December, subject to requirements of industrial disputes.

SEASON'S GREETINGS: As this is the last opportunity I shall have of addressing the members before Christmas, I take the opportunity to wish you all a very happy Christmas and a bright and prosperous New Year. I hope with the New Year there will dawn a new era for our industry and for all the workers engaged therein. I trust that we shall all stand together, with the one object in view, namely, the determination to assist each other to attain that which we have set out to achieve—a better condition of life for the workers.

TERENCE CANNON,
*General Secretary.*

## Financial Secretary's Notes.

POSTAGE.—Will Branch Secretaries and other officials kindly note that a receipt, or other formal document not in the nature of a letter, may be sent for penny postage if the envelope is tucked in and left unsealed?

BRANCH MINUTES.—Congratulations to Bro. Whitham, Glasgow's new Branch Secretary, on his lucid Branch Minutes recently forwarded to C.O. Quite the best of its kind seen here for many a long day.

1920 ACCOUNTS.—Financial Report and Statement of Accounts are now in the Printer's hands, and should be in members' hands before Christmas.

QUARTERLY REPORT.—A statement by areas of membership and funds for Second Quarter, 1921, similar to that printed in the October issue, will be found on another page.

ORGANISERS' VISITS.—During November, the following visits were made: B. Gorham.—Nottingham, Birmingham, Leeds, Sheffield, Burnley. G. Mitchell.—Newcastle, South Shields, Blackpool, Manchester, Preston, Burnley, Lytham. T. O'Brien.—Llanelly, Cardiff, Merthyr, Tydfil, Newport (Mon.), Pontypridd, Swansea, Plymouth, Porth, Barry Dock. A. Carlin.—Glasgow, Coatbridge, Paisley, Newcastle-on-Tyne, Aberdeen, Kilmarnock.

ISSUE OF STAMPS.—At their meeting on 2nd November, the Finance Committee resolved that telegraphic requests for stamps could not be dealt with unless the usual remittance was also telegraphed.

"COURT" NEWS.—At Whitechapel County Court, on 16th November, order for payment of 4s. per mouth was made against a defaulting steward, and on 18th November, at Bow County Court, a similar order for £1 per month was made against another offender.

LEICESTER BRANCH.—The resignation of Bro. Peutrill, Leicester's able Branch Secretary, is a distinct loss to the Association and to his Branch. Bro. Peutrill is not, however, leaving our ranks, and hopes to take office again at a later date. Meanwhile, he is piloting the new Secretary until the New Year, a thoughtful act which other retiring officials might copy.

## North of England District Council.

EXPENSES OF NEWCASTLE MEETING HELD 20TH NOVEMBER, 1921.

F. Richardson (Darlington), £1 5s. 1d.; S. Gosling (Newcastle), 7s. 6d.; C. Mayes (West Hartlepool), £1 3s.; A. Peeling (Middlesbrough), £1 6s. 7d.; A. E. Wright (*ex-officio*), £1 5s. 6d.. Total (including postage 2s. 6d.), £5 10s. 2d.

## Scottish District Council.

EXPENSES OF GLASGOW MEETING HELD 13TH NOVEMBER, 1921.

H. Simeon (Glasgow), 15s. 4d.; T. Phillips (Dundee), £3 2s. 2d.; J. F. Knight (? Branch), £2 12s. 6d.; T. Adam (Kilmarnock), £3 3s. 3d.; Mrs. Cockburn (Edinburgh), £2 14s. 2d.; Mrs. A. Duncan (Aberdeen), £4 11s. 9d.; Postage 2s. 5d. Total, £17 1s. 7d.

## South Wales District Council.

EXPENSES OF PONTYPRIDD MEETING HELD 27TH NOVEMBER, 1921.

W. Hunt (Cardiff), 10s. 10d.; B. Woodbridge (Swindon), £2 0s. 4d.; P. Perks (Barry Dock), 13s.; F. Jones (Ferndale), 9s. 10d.; I. Jones (Ton Pentre), 9s. 10d.; F. Ridd (Merthyr Tydfil), 10s. 10d.; H. Summers (Bath), £1 15s. 2d.; A. James (Mountain Ash), 9s. 7d.; E. Howells (Swansea), £1 17s. 6d.; H. White (Bristol), £1 11s. 10d. Rent, 2s. 6d. Total, £10 11s. 3d.

The Editor regrets that, owing to lack of space, correspondence from Secretary and President of Manchester Branch *re* Award for Lancashire and Cheshire Area cannot be published this month. If approved by the Executive Committee the entire correspondence will be published next month.

## REPORT BY AREAS FOR 2nd QUARTER, 1921.

### Membership.

| | *At 31st March.* | *New Members.* | *At 30th June, 1921. Register.* | *Cards.* |
|---|---|---|---|---|
| London ... ... ... ... ... ... | 8,792 | 329 | 9,121 | 4,063 |
| Scottish ... ... ... ... ... ... | 1,670 | 89 | 1,759 | 840 |
| Yorkshire and Midlands ... ... ... ... | 1,577 | 108 | 1,685 | 812 |
| South Wales and West of England ... ... | 706 | 120 | 826 | 530 |
| North of England ... ... ... ... | 465 | 49 | 514 | 510 |
| South of England ... ... ... ... | 723 | 11 | 734 | 379 |
| Lancashire and Cheshire ... ... ... | 4,045 | 165 | 4,210 | 2,168 |
| Miscellaneous ... ... ... ... ... | 9 | 13 | 22 | 7 |
| Total ... ... ... ... ... | 17,987 | 884 | 18,871 | 9,309 |

### Cash Summary.

| | *Receipts.* | | | *Branch Expenses.* | | | *Organising Expenses.* | | | *Other Expenses.* | | | *Total Expenses.* | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | £ | s. | d. | £ | s. | d. | £ | s. | d. | £ | s. | d. | £ | s. | d. |
| London ... ... | 1,450 | 6 | 6 | 215 | 7 | 8 | 395 | 10 | 1 | | — | | 610 | 17 | 9 |
| Scottish ... ... | 291 | 1 | 9 | 121 | 12 | 3 | 150 | 8 | 10 | | — | | 272 | 1 | 1 |
| Yorks & Mids. ... | 210 | 4 | 7 | 70 | 0 | 2 | 101 | 5 | 6 | | — | | 171 | 5 | 8 |
| S. Wales & W. Eng. | 139 | 17 | 2 | 24 | 19 | 0 | 139 | 14 | 6 | | — | | 164 | 13 | 6 |
| N. of England ... | 202 | 16 | 7 | 104 | 11 | 0 | 61 | 19 | 1 | | — | | 166 | 10 | 1 |
| S. of England ... | 91 | 8 | 11 | 26 | 2 | 8 | | — | | | — | | 26 | 2 | 8 |
| Lancs. & Ches. ... | 784 | 10 | 4 | 204 | 18 | 8 | 191 | 17 | 7 | | — | | 396 | 16 | 3 |
| Central Office ... | 89 | 11 | 3 | | — | | | — | | 1,638 | 17 | 2 | 1,638 | 17 | 2 |
| Total ... ... | £3,259 | 17 | 1 | £767 | 11 | 5 | £1,040 | 15 | 7 | £1,638 | 17 | 2 | £3,447 | 4 | 2 |

Approved by Finance Committee for publication, 30/11/21.

## Business and Pleasure.

By A. W. Muir.

It has come to my knowledge that some of the Variety Halls have a football team. One team in particular is worthy of mention, *i.e.*, "Empress," Brixton, who, I understand, are running well for a Charity Cup, and have a good record this season.

They are also playing in a Charity match on behalf of the Benevolent Fund of the V.A.F.

Why not a Theatre, Music Hall and Cinema League, and Charity Matches on behalf of our own Fund to assist our boys who are down on their luck? Charity starts at home.

All the young sportsmen are invited to give their opinion. We might also prepare for a cricket season. Get going.

Bro. Spooner, of the "Empress," Brixton, will be pleased to hear from any Theatre, Music Hall or Cinema workers who would care for a match on Sunday morning.

Think it over; it is worth trying.

## Projection.

### I.

In our last issue we published a "Syllabus" dealing with the method of instruction adopted by the Cinema Trade Advisory Committee for training of disabled men.

I have been requested to write a series of articles dealing with the six subjects stated therein.

I do not intend using highly technical phrases, but put my explanation on all points in the simplest possible way so that it can be easily grasped by all.

My first article is on the Escapement, *i.e.*, the method by which the intermittent motion is imparted to the film. There are various methods by which this motion is brought about, the principal one used today for continuous running is the "Maltese Cross Escapements." These are descendents of the "Geneva Stop," used to prevent the overwinding of watches.

The Maltese Cross Escapement is divided into five parts, which are as follows:—

(1) A sixteen-toothed sprocket wheel that moves the film. It is held in position at the bottom of the gate of the projector so as to be in continuous contact with the perforations of the film at a point below, and as near the "mask aperture" as possible.

(2) A Maltese Cross, which is attached to the shaft of the sprocket wheel.

(3) A "finger wheel," which rotates at constant speed, usually by direct drive upon the opposite end of the spindle bearing the pulley wheel for motor.

(4) A "striking pin or roller," which is attached to finger wheel directly above and in the centre of hollowed out portion of back plate.

(5) A "back plate" attached to finger wheel, which has a hollowed out portion.

The intermittent motion is obtained by the continuous rotation of the "finger wheel," the "striking pin or roller" in each revolution engaging in one of the four slots of the "Maltese Cross." During about four-fifths of the revolution of the "finger wheel" one or the other "curved rims" of the "cross" rest motionless on the curved rim of the "back plate." At this time the "intermittent sprocket" is at rest, and film remains stationary in gate, the "Maltese Cross" making a quarter turn to each revolution of finger wheel.

The actual time of the movement of film from one position to the other should be one 27/28 of one sixteenth part of a second.

The time of film remaining stationary in mask should be 27/28 of one sixteenth part of a second, which will give us a speed equal to 16 pictures or one foot of film per second, thus conforming as nearly as possible to the laws governing the speed of the camera, which is most essential to give a true picture of life motion.

There are, of course, occasions when the camera man has to vary the speed on account of atmospheric conditions on outdoor work, but a good operator would perceive this and regulate the speed of projector to correspond with the variation. There are other escapements, such as "the dog" or "beater," "the pin or claw," and "the plunger," which perform a similar function in different ways, which I think all will agree are of less importance and less efficient than that dealt with. These I do not intend dealing with here, but shall be pleased to answer any questions by letter *re* same should any operator so desire.

## To Moving Picture Operators.

We are fast approaching the close of another year, and I can consider nothing more useful in the light of things to-day, than the survey of the whole position of the Cinema Operator with a view of creating enthusiasm amongst them.

We want a tonic to give us the necessary energy to put aside stupidity of quarrels over Membership in one Union or another, the result of which is local and temporary effort resulting from sectionalisation which is defeating our object in the main.

After three years' efforts we are still far away from the goal which was aimed at in 1919.

Our present position is not an inspiring outlook, and calls for a strong united effort of all to prevent a repetition of the uncertainty and inefficiency of the past. The plain truth of the matter is that the Operators have themselves to blame, and not any particular Organisation, and unless we bestir ourselves to the task with determination at the beginning of the New Year, we as a body will surely be the sufferers. I wish I had the gift of power to make every Operator realise his individual responsibility in relation to his fellow-workers. There is something sadly wrong at present, on which point I believe we all agree.

That the effect of them organising in the manner they did was eronous to their own cause and detrimental to the remainder of the workers in their industry. I do not propose to enter into any detailed analysis now; our concern is with the future, and we should be guided in our action by a review of the mistakes and failures of the past.

Our combined duty now is to build a great Organisation of Operators, which will, with broader outlook and greater power, rebound to the credit of everyone following the calling. Let us be the pioneers of a new era, for Efficiency, Unity, Solidarity, and Sociability, which is the keynote of progress.

It is impossible to estimate what the ultimate growth of the industry here will be, and I feel we, as an important Section, should be prepared to advance in our efficiency to be worthy of our part in the building up of the Movies.

### PAWNS IN A FIVE-CORNERED GAME.

The Operators can no longer afford to be pawns in a five-cornered game, to their own destruction. Let us all play our part in the

*(Continued on page 199.)*

## London Notes.

Preparations are now in full swing to combat the attack of the E.P.A. and the C.E.A. for drastic reductions. Every member employed in the Variety Houses and the Cinemas should render every assistance in the fight that is taking place, and with their desired loyalty the difficulties can be surmounted.

Our counter-proposals to the E.P.A. have been drafted out by the Drafting Committee, and twice considered by Joint Conferences of the L.D.C. and Branch Committees, and will be placed before the members at a General Meeting to be held at the Holborn Empire on Sunday, December 12th, and with a mandate from the members, the Negotiation Committee will meet the Representatives of the E.P.A. on the following day.

The counter-proposals are based upon a 48-hour week. A continuous working day. A demand for an increase to the lower paid sections. To retain the present rate for the others. To remove several anomalies that at present exist.

The proposals as received from the E.P.A. are based upon reduction:—

Heads of Departments, from 15s. to £1 per week.
Day Staff (Male), 13s. per week.
To those on the hourly basis, 3d. per hour.
Performance Rate, 6d. per Show.
Box Office, 7s. 6d. per week.
Wardrobe, 7s. 6d. per week.
Women Cleaners, 1d. per hour.
Other Departments to be reduced *pro rato*.

The C.E.A., as published in last month's JOURNAL, made a request for a 15% reduction on all grades. A Conference took place on October 26th, and strenuous efforts were made to secure an Agreement, but we were unsuccessful, the C.E.A. being out for recommendations only. We anticipate another Conference with them at an early date, to discuss rates and conditions.

A mass meeting of those employed in the Cinemas will be called at an early date, to give full consideration to the counter-proposals already drafted out, and to seek powers to give effect to the aspirations of the members.

We have secured a very favourable settlement with some non-members of the C.E.A. and an Agreement signed, although we resent the idea of individual bargaining, but if the C.E.A. refuse to sign an Agreement we have no other alternative but to pursue this policy.

In other Cinemas we have been able to secure increases to several members of the staff, and bring their conditions within the realm of tolerance.

Of late, several Managers have endeavoured to deny the staff the right to combination, and with the valuable assistance of the Trades Councils we have been able to frustrate their intentions.

* * * *

LIBRARY BRANCH.—The members of this Branch, who were under an Agreement based upon the sliding-scale according to the cost of living, were confronted with a 5% reduction, which was quite legal under the Agreement, but in reality it was impossible to accept. A Conference was sought and secured to review the situation, with a result that the 5% will not be reduced, at least not until next July, and that all hard and special cases in each department should be reviewed; this has also been carried out fairly satisfactory. The success of this movement is due to the loyalty of the members and the cordial relationship that exists between both sides.

* * *

THE GREAT ROUND UP.—The effect of the campaign is still noticeable, and praise is due to the Stewards and the stalwart members, who have rendered some valuable assistance to the Organisers in their work, and the campaign will be carried out with renewed vigour in the future.

* * * *

ACCIDENT CLAIMS.—We were successful in obtaining the full amount of compensation, viz., £300 for the widow of our late Bro. Irons. Other claims have been dealt with, and half-pay secured for the injured members, and their cases are being further watched.

* * * *

UNEMPLOYED MEMBERS.—It is advisable that members should report at the Office periodically, as a great effort is being made, and partially successful, to have engagements secured through the Office.

* * * *

Sincere greetings are extended to all the members; may they be all inspired with the determination that every effort will be utilised in the coming year to improve the conditions of those employed in the industry, and to increase the power of the Organisation.

## C. B. Finley's Notes.

### Brief Report of the Past Month's Work.

I am glad to be able to report that good progress has been made this month, and I have been able to rope in 26 new members. The Cinemas that had broken away from the Association have realised that it is much better to be in the Union than out.

In one of the Cinemas where the staff were of the opinion that by withholding their contributions they would be much better off, find to their dismay that their wages have been reduced—Male Staff to 36s., Female Staff to 25s. a week.

I am going to say here and now that if they had stood by the Union it would have been impossible for this kind of thing to have happened, as they were in a district where organised labour was very strong.

Once again we find the weaklings who allow themselves to be got in a corner and talked over by the Manager, are crying out for help, and want to come back into the Union.

The Union has been successful in getting an overdue increase of wage for a Cinema in South London. We have also been successful in obtaining reinstatement for one of our members in a Cinema in East London, and also in defeating the ends of some of the Managers who have tried to bring about a reduction off their own bat.

I am pleased to be able to report good progress by the "Flying Squad."

I want to say in conclusion that to give yourself a good Christmas Box see that your cards are clear by the 31st December.

## Women's Column.

Christmas is here once again, and I take this opportunity of wishing all our women members a very happy one, and a prosperous 1922.

I admit things are not looking very rosy at the moment, and I have no doubt many women will be feeling a bit hopeless. I mention women, because, as a rule, it is the women in the homes who feel the burden most. I am not casting any aspersion on the men-folk, but it is a fact. The men get out to their work and have other interests, whilst the women are invariably in the home. Even those who leave the home to earn their daily bread, or to help keep the home going, find duties to perform on their return (very often for their men), which men never think about, so that a working women's life is generally a pretty full one; but I want to ask those women not to let their home life absorb *all* their interest, because the help and influence of women is badly needed in the labour world just now. This is a very critical time for the workers, and a time when all engaged in the struggle for existence must take their stand side by side, irrespective of sex, and join hands and say, "We are fighting one fight," the "Good Fight," which they mention in the churches, if I may say so, because it is a fight in the cause of Justice. I hope the women members will do their *best*, and when a woman makes up her mind to do this, she is a power to be reckoned with.

Don't Forget to Use Your Vote if you have the opportunity, and vote for the side which is out to improve the status of the workers.

Note.—I dreamt that the article for the January, 1922, issue, was written by Mrs. Duncan, Aberdeen. Sometimes dreams come true. Wonder if this will by any chance.

I note that the Barrow Branch have taken up the idea of "Socials," etc., as mentioned in the September Journal. These, I am sure, they will find a great success, because they appear to be putting their hearts into it. Good luck, Barrow! J. K.

## Christmas Cheer.

Said the Master to his servant,
 "What is this I hear;
You want a bit more money
 To buy your Christmas cheer?"

Said the servant to the Master,
 "That's exactly what I say;
But the cheer is for the children,
 And I'm asking you to pay,

Not only for their *Christmas* cheer,
 *That* comes but once a year;
And it might be they would feel a want,
 In the meantime—as it were."

"But, why, my man," the Master said,
 "Should you thus come to me?
Do you not know, with times so bad,
 I must dock you twelve and three?"

"Do you not know that since the war,
The living has gone down,
And if you get enough for BREAD,
Why make a fuss, you clown?"

The servant said, "Kind Sir, just wait
And answer me, I pray:
When living drops, do *you* have less,
Or just the other way?"

"One other question, Sir, I ask—
That when the work is done,
Why is it criminal for *me*,
To want some Dough for fun?"

"When living falls, *my* wage must fall,
For that is what you say;
Yet I still hope a fairer view
Will dawn on you some day."

J. K.

## Peeping Through the Window.

By CONVERT.

I regret to hear rumours, particularly in London, about forming a Part-time Workers' Branch and a Full-time Workers' Branch.

What are the facts? An employer is an employer irrespective of whether his employees are part-time or full-time employees; just the same as a tiger is a tiger whether it be big or little, and the workers are workers whether they are full-time or part-time workers.

Are any of our members' memories so short as to forget the lesson that was learnt during the great war? When the Allied armies first commenced hostilities against the enemy, they did so as English soldiers, French soldiers, Russian soldiers, and Italian soldiers; each under a separate command. Those who watched events know the damage they received when face to face with the enemy. The enemy was united. It had one Commander-in-Chief, one General Staff, where each section and opinion was represented, munitions, gunnery, aviation, and all those necessary adjuncts for the running of the war machine.

My readers will remember it took nearly three and a half years to teach the Allied Governments the value of closer co-operation and co-ordination of their military forces. The struggle then became one based upon organisation, and the best organisation won.

I appeal to those who favour sectionalism in our Union to review the whole position. In London at the present time there are six or seven different branches and committees, absolutely unnecessary, in my opinion. We have also got a London District Committee, which I consider should in reality be the "London Branch Committee." That is to say, London should be looked upon as a unit of the organisation in the same way as, say, Manchester, Blackpool or Glasgow. If this was carried out it would save Union funds and free officials from much unproductive work, and enable them to devote more time to building up the Union.

I am aware that there is some objection to this. Some members say that the London District Committee would lose touch with the members. Not necessarily so, and surely not more than the present Branch Committees. I seriously question if the majority of the members know who the Branch Committee men are.

In discussing this question with an enthusiastic brother member, he asked me how the members of the various sections would have an opportunity of airing their grievances. I see no obstacle to those members who desire to air their grievances doing so. If the section which I belong to had any grievances, we should write to the London District Secretary, stating our complaint, and if it were very important, request the London District Secretary to convene a meeting for the purpose of discussing those grievances. It seems to me quite simple, and I take it that what one section can do, others can do if they wish. I am not one of those who condemn new ways until they have been tested and found wanting.

## Special Notice to Collecting Stewards.

*This is not a tip for the Lincoln Handicap; but it is a tip from the Steward of the Royal Opera House, Covent Garden, who, by the way, happens to be a member of the E.C. and the Rules' Revision Committee. It appears that the Garden is closing down for 14 weeks, and in order that our members will not be in arrears when this House reopens, this Steward has gently persuaded those members to pay 13 weeks in advance.*

*I am prepared to publish the name of any Steward in the Association who can beat this for a record. What is Barrow going to say to that? How is Oldham going on? To say nothing of Leeds. Perhaps South Wales will have a go. If not, we will leave it to Glasgow.*

**Moving Picture Operators**—*Continued from page 195.*

solution of the present problem by combining as one body, together with the remainder of the workers in our own industry.

Selfishness and personal interests dominate the position in nearly every walk of life at the present time, and we must tackle the present situation with courage, forethought, and determination, to promote a better feeling between employers and employees. Encourage a joint effort which will bring a better understanding, faith in our efforts, and consequently peace and goodwill.

What other goal is more worth trying for.

The policy of the N.A.C.O. is to improve the industrial, social and educational standard of operators. Join now and dispel the clouds of ignorance, hate and mistrust.

## Joint Committee.

At a meeting of the Joint Committee held at 109 Oxford Street, on Wednesday, 14th December, the resignation of our General President, Mr. William Johnson, as Hon. Secretary and Treasurer, was read. A resolution was moved expressing the Committee's regret, and thanking Mr. Johnson for the services he had rendered to the Committee. The election of a new Secretary was then discussed: our General Secretary, Mr. Terence Cannon being nominated by the Variety Artistes' Federation, was unanimously elected to succeed our General President as Hon. Secretary and Treasurer for the forthcoming year.

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## EACH FOR ALL, ALL FOR EACH: UNDER ONE BANNER.

*List of Branches, Secretaries, Organisers, Meetings, Times and Places. Alterations to be Notified to C.O. on 1st of each Month.*

(c) Committee Meeting; (b) Branch Meeting; (o) Organising Meeting.

1. Mountain Ash and Aberdare.—A. James, 5, Woodland Terrace, Mountain Ash.

2. Aberdeen.—A. Petrie, 23½, Skene Sq. (c) Last Sun. each month, 6.30 p.m., Trades Hall, Belmont St.

3. Ashton-under-Lyne.—J. Hardman, 78, Astley St., Dukinfield. (c) 1st Sun., 7 p.m. (b) 1st Sun., 8 p.m., Queen's Hotel, Oldham St.

4. Barrow-in-Furness. — W. Wright, 2d, Ship Street.

5 Barry.—E. R. Harper, 88, Barry Rd., Cadoxton. (c) 1st Sun., 6.30 p.m., Walsh's Restaurant, Holton St. (b) Same day and place, 7.30 p.m.

6. Bath.—H. Summers, 14, Westgate Buildings.

7. Birmingham.—F. A. Watson, 158, Witton Road, Aston.

8. Blackburn.—C. T. Swithenbank, 20, Brooksfield Street.

9. Blackpool.—G. Mitchell, 48, Adelaide Street.

10. Bolton.—W. Waring, 4, Woodside Square, Darcy Lever.

11. Brighton.—J. Gibbs, 17, Grove St. (c) 2nd Sun., 7 p.m., Canteen, Gloster Rd. (b) 8 p.m. same day.

12. Bristol.—H. C. White, 8, Blenheim Sq., Marlborough Hill. (b) Nov. 6th, 6.30 p.m., at Kingsley Hall, Old Market St.

13\.—Burnley & Nelson.—J. Bell, 31, John St., Nelson, Lancs. (c) 1st Sun., 7 p.m., 31 John St., Nelson.

14. Cardiff.—J. Hunt, 85, City Road.

15. Carlisle.—J. Hodgson, 5, Annetwell Street.

16. Castleford.—*Pro tem.*, B. Gorham, Organiser. (c) Last Sun., 1 p.m. and 7 p.m., Irish Club, Castleford.

17. Darlington.—F. Richardson, 2, Bakehouse Square, Union Street.

18. Dundee.—T. Phillips, 12, Parker St. (c) 2.30 p.m.; (b) 3.30 p.m., last Sunday, Painters' Hall, High St.

19. Edinburgh.—G. Christie, 3, Caledonian Crescent. (c) Last Sun., 2.30 p.m., Buchanan's Hotel, High St. (b) 1st Sun., 6.30 p.m., Gardeners' Hall, Picardy Place.

20. Ferndale.—F. Jones, 22, The Parade.

21. Glasgow.—R. Whitham, 12, Windsor Terrace.

22. Halifax.—T. Turner, 27, North Pde.

23. Hanley.—G. Docksey, 76, Boundary Street. (b) Nov. 13th, 6.30 p.m., at Foundary St. Schoolroom.

24. Huddersfield.—S. Armitage, 2, Filbert Street, Birkby.

25. Hull.—H. East, 4, St. George's Ave., South Boulevard.

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26. Kilmarnock.—T. Adam, 34, Mill Lane. (c) 2nd Sun., 7 p.m. (b) Last Sun. each month, 7 p.m., both in Bethany Hall.

27. Kirkcaldy.—J. Wallace, 53, Dunnikier Rd. (c) 10 p.m., in Theatre. (b) Sundays, 2 p.m., at Trades and Labour Council Hall.

28. Leeds.—*Pro. tem.*, B. Gorham, Organiser. (c) 1st Sun., 11 a.m., Trades Hall, Leeds. (b) Last Sun. in quarter, 7 p.m., same place.

29. Leicester.—T. Hill, 39, Grasmere St.

30. Liverpool.—T. Wilson, 13, Albert Edward Road.

31. Llanelly.—T. O'Brien, 23, Pottery St. (c) Last Wed., 11 a.m., at Queen Victoria, Murray St. (b) 1st Sun., 3 p.m., Royal Exchange Bldgs.

London Branches.

32. Stage Staff and General Staff. (c) Meet at King's Chambers, 29-31, Portugal St. H. Roberts, Secretary.

33. Carpenters' Branch.—C. Morris, 80, Bonnington Square, Vauxhall, S.W.8, Meetings at Black Horse Hotel, Bedfordbury, W.C., fourth Saturday, 7 p.m.

34. Cinema Branch.—Meet at King's Chambs., Portugal St. H. Roberts, Secretary.

35. Heads of Departments (No. 5) meet at Black Horse Hotel, Bedfordbury, W.C. First Tuesday in the Month at 3 p.m. A. E. Portsmouth, Secretary.

36. N.A.C.O. meet at King's Chambers, Portugal St., W.C.2.

37. Scenic Artistes.—E. I. Hirst, 23, Clyde Terrace, Forest Hill, S.E.23. Meet at 8 p.m. last Tuesday each month, at The Roebuck, Kennington Cross, S.E.

38. Manchester, Salford and District Branch.—T. H. Derbyshire. Office, 12, East St. (c) 3rd Sun. each month.

39. Merthyr Tydfil.— J. Hall, 4, Gwynne Cottages, Gwaelodygarth. (c) 1st Sun., 3 p.m., Welcome Coffee Tavern, Merthyr.

40. Middlesbrough.—A. Peeling, 68, Bolckow St. (c) Last Sun., 11 a.m., National Reserve, Grange Rd., Middlesbrough.

41. Newcastle.—J. Laing, 125, Sycamore St.

42. Newport (Mon.).—J. Perrin, 6, George St.

43. Nottingham.—G. H. Challand, 68, Seymour St.

44. Oldham.—L. Graydon, 14, Charter St. (c) Nov. 13th, 7.15 p.m. (b) Nov. 27th, 7.15 p.m., Roebuck Hotel, King St.

45. Plymouth.—C. Finch, 11 Glanville St.

46. Portsmouth.—J. E. Randall, 88, Stansted Rd., Southsea. (c) 2nd Sun., 11 a.m., 26, Lancaster Rd., Southsea. (b) 3rd Sun., 6.30 p.m., Trades Hall, Fratton Rd.

47. Preston.—T. Miller, 2, Graham St.

48. Rochdale.—J. Law, 29, Ashfield Rd.

49. Sheffield.—W. J. Burns, 91, Eldon St. (c) Last Sun., 12.30 p.m., Empire Hotel, Charles St.

50 Southampton.—G. Tutt, 14, Southampton St. (c) 2nd Sun., 11 a.m., 13, Carlton Pl. (b) Last Sun., 3 p.m., Morris Hall.

51. Southend.—A. Paston, 88, North Av.

52. Southport.—W. Whitesmith, 11, Matlock Road.

53. Swansea.—E. A. Howell, 2, Bryn-y-don Road, North Hill.

54. Swindon.—W. Cooper, 3, Dumbarton Terrace.

55. Ton Pentre.—I. Jones, 61, Alexandra Road, Gelli, Ton Pentre.

56. Warrington.—W. Cook, 71 Orford St.

57. West Hartlepool.—C. Mayes, 24, Bertha St.

58. Wigan.—T. Tomlinson, 8, Gilroy St. Ridge's Dance Rooms, Grimes Arcade, King St.

59. Workington & Whitehaven.—E. Lowther, 43, Edkin St. (c) 2nd Sun., 3 p.m., Trades Hall, Oxford St.

## DISTRICT ORGANISERS:

London.—C. B. Finley, A. W. Muir, P. Sharp, H. J. Kemp, 29-31, Portugal Street, W.C.2.
Lancashire and Cheshire.—G. Mitchell, 48, Adelaide Street, Blackpool.
Scotland.—A. Carlin, 12, Windsor Terrace, Glasgow.
Yorkshire and Midlands.—B. Gorham, 18, Brompton Mount, Dewsbury Road, Leeds.
South Wales and West of England.—T. O'Brien, 23, Pottery Street, Llanelly.

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